

STATE SALARY RANGES  
of  
Selected Classes of Positions in  
Employment Security-Public Welfare-Public Health  
Mental Health-Civil Defense  
Vocational Rehabilitation

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
Office of State Merit Systems

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## INTRODUCTION

This salary survey has been made for the information and use of State and Federal officials concerned with the grant-in-aid programs. The compilation shows salary ranges in pay plans for selected classes of positions in State and local grant-aided employment security, public welfare, public health, mental health, civil defense and vocational rehabilitation programs. The survey includes all States, the District of Columbia, Puerto Rico, and the Virgin Islands.

The data for the survey were compiled by the regional representatives, Office of State Merit Systems, in each of the regional offices of the Department of Health, Education, and Welfare. The representatives obtained their information from the classification and compensation plans regularly submitted to this Department, and to the Department of Labor, and Department of Defense as merit system plan materials.

The definitions for the selected classes reflect typical functions and responsibilities as outlined in the appropriate class specifications of the various States. However, any brief definition of this kind cannot reflect all the possible variations in assignment of duties. If the principal duties of a class of position are determined to be substantially the same as those outlined in the corresponding definition, the salary range has been recorded, irrespective of the State's title for the class. If the duties of a position in a particular State are determined not to be substantially within the scope of the definition, salary data for the class in this State have been excluded.

A number of the definitions indicate the customary amount of required background experience by use of the following qualifying statements: "some" experience, "considerable" experience, and "extensive" experience. These are, in general, interpreted as follows: Some experience - less than 2 years; considerable experience - 2 to 5 years; extensive experience - over 5 years.

The statements in the definitions indicating the usual educational requirements are based primarily upon those stated in the class specifications, but may reflect such educational requirements maintained as a general practice through the total selection process.

Definitions using the term, "This is the entry (beginning) level professional position in the series," should be interpreted as meaning the level of position in which new workers are recruited to fill beginning professional positions and not the trainee level of position. For the purpose of the survey, a trainee position is one in which the employee (a) is appointed to go on educational leave or (b) has the basic education but does not have the experience required for appointment to the journeyman level, is not expected to perform the level or scope of duties outlined in the "Definition," usually works under close supervision, spends a portion of his time in a formal continuing training program (in contrast to regular orientation and in-service), and is trained for early promotion to the entry level professional class as defined in the "Definition."

Where a position is not the trainee level as defined above, but is a beginning level position where tenure is limited and promotion is automatic at the next higher level, footnote (f) is used.

The decisions as to what are corresponding classes were made by the regional merit system representatives after studying the State class specifications and applying their additional knowledge to State classification plans and organization. Program representatives participated in the development of the definitions and the determination of comparable classes. The comments of State personnel on previous issuances of the survey have also proved valuable.

It should be kept in mind that because of the differences among the States in size and structure of organizations, as well as in programs and in assignment of duties, the data are not precisely comparable from State to State. In addition to differences in duties of related positions

among the State and local agencies, there also are differences with respect to job titles, minimum qualifications, and the policies and practices in the administration of pay plans. Only the more significant of these differences have been identified in the footnotes to the tables. The standard footnotes are outlined below.

In view of the considerable differences noted above, caution should be exercised in using these salary data, particularly in assuming exact comparisons between positions.

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Standard footnotes (a) through (f) used uniformly throughout the survey report, together with explanatory statements, are as follows:

- (a) Longevity payments are added to this base pay range.  
This footnote indicates that longevity payments may be granted above the recorded maximum salary rate. Cost of living adjustments or other regular supplemental payments are included in the salary range reported.
- (b) Appointments are frequently made above the minimum of this salary range.  
If under established policies appointments are always made above the minimum, the induction rate is shown as the minimum of the range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.  
In footnotes (c) and (d), the references to significantly higher and lower qualifications apply where the combination of education and experience is higher or lower than that stated in the definition.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.  
This relates to cases where the class of position is used by several jurisdictions and the salary ranges differ. Where many jurisdictions appoint at rates higher than the recorded minimum, the footnote (b) is also used.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.  
This footnote refers to entrance classes of positions from which the incumbent is automatically promoted to a higher level at the end of 6 months or a year.

Remaining footnotes apply to special items applicable to particular States.

For reference purposes, we are listing below the mean minimum and mean maximum salaries for the current period and the past two years.

<u>CLASS</u>	1/1/68 MEAN <u>Min. -Max.</u>	1/1/69 MEAN <u>Min. -Max.</u>	1/1/70 MEAN <u>Min. -Max.</u>
State Director, Employment Service	\$12341-15691	\$13167-16813	\$14274-18429
Chief of Benefits	10552-13360	11077-14150	11977-15435
Hearings Referee	8832-11451	9437-12170	10189-13152
Local Office Manager	7283- 9264	7703- 9865	8315-10685
Unemployment Claims Deputy	6117- 7761	6403- 8150	6959- 8865
Employment Interviewer	5692- 7228	5995- 7609	6448- 8211
Director of Employment Security Research and Statistics	10932-13860	11646-14672	12478-16039
Labor Force Analyst	6712- 8502	6999- 8929	7500- 9630
Employment Counselor	6607- 8313	6904- 8720	7417- 9473
Unemployment Insurance Field Auditor	6685- 8484	6998- 8917	7509- 9617
Director of Welfare Research and Statistics	10858-13690	11343-14385	12238-15724
Public Welfare Field Representative	9048-11412	9535-12073	10402-13347
Public Assistance Case Work Supervisor	6843- 9254	7722- 9873	7918-10838
Public Assistance Case Worker	5415- 7254	5702- 7552	6235- 8381
Medical Social Work Consultant	8741-11132	9230-11805	10199-13134
State Director Child Welfare	11657-14426	12070-14515	13017-16261
Consultant on Foster Care and Licensing	8680-10974	9159-11643	9787-12592
Child Welfare Supervisor	7391- 9827	7787-10508	8523-11582
Child Welfare Worker	5840- 7767	6172- 8212	6792- 9007
Director of Public Health Statistics	10614-13611	11278-14504	11894-15280
Director of Public Health Engineering	14304-18237	15116-19215	16405-20871

<u>CLASS</u>	<u>1/1/68</u> <u>MEAN</u> <u>Min. -Max.</u>	<u>1/1/69</u> <u>MEAN</u> <u>Min. -Max.</u>	<u>1/1/70</u> <u>MEAN</u> <u>Min. -Max.</u>
Public Health Engineer	\$ 7808- 9875	\$ 8052-10165	\$ 8715-11045
Sanitarian	6056- 7827	6359- 8230	6824- 8834
Health Officer	13902-17406	14641-18434	15864-20009
State Director, Public Health Nursing	10960-14075	11376-14663	12369-15938
Public Health Nurse Consultant	8458-10815	8882-11385	9626-12328
Public Health Nurse	5957- 7658	6247- 8129	6825- 8900
Director of Public Health Education	10449-13271	10919-13905	11626-14583
Nutrition Consultant	7662- 9882	7952-10190	8653-11105
Laboratory Technician	6115- 7786	6373- 8324	6898- 8822
Psychiatrist	17137-21015	17785-21876	18255-23883
Psychologist	8461-10698	8977-11474	9480-12198
Psychiatric Social Worker	7463- 9432	7826- 9982	8547-10955
Vocational Rehabilitation Director	13910-16769	14613-18475	16450-19405
Vocational Rehabilitation Counselor	6971- 8909	7232- 9336	7774- 9957
State Director, Civil Defense	12717-13452	14185-16469	15390-17555
Deputy State Director, Civil Defense	10279-12920	10783-13955	11668-14635
Administrative Officer	8099-10279	8476-10734	9225-11791
Operations Officer	8636-11016	8948-11448	9492-12191
Area Coordinator	7608- 9766	7895-10194	8530-10923
Training and Education Officer	7758- 9881	8098-10424	8293-10746
Public Information Officer	7532- 9643	7935-10247	8479-10857
Radiological Defense Officer	7866- 9938	8316-10556	8864-11277
Communications Officer	7650- 9793	7889-10169	8476-10868

# STATE DIRECTOR, EMPLOYMENT SERVICE

This is highly responsible administrative and supervisory work involving the direction of the state-wide employment service program and the operation of the local Employment Security offices. This class usually requires extensive experience in employment security work and college graduation, or its equivalent.

New York .....	26335-30385(a)	*Mississippi .....	13812-17820
Michigan .....	21694-26706(a)	Tennessee .....	13740-17040
*Alaska .....	18732-22524	*West Virginia .....	13440-16320
Illinois .....	18120-25200	Nevada .....	13422-16332
Wisconsin .....	17784-23124	*Alabama .....	13312-17199
Oklahoma .....	17460-22740(a)	*North Dakota .....	13284-16788(a)
New Jersey .....	16890-21960	*Nebraska .....	13260-16980
*Connecticut .....	16862-20570	Virginia .....	13128-17150
*Arizona .....	16596-21192(a)	*Wyoming .....	13080 (a)
*Pennsylvania .....	16170-21672	New Mexico .....	12840-16800(a)
*Florida .....	16042-22620	Vermont .....	12636-17680
Minnesota .....	15600-20520	Iowa .....	12528-17628
*Massachusetts .....	15577-19804	*Missouri .....	12288-16452
Colorado .....	14928-19056(a)	*Delaware .....	12120-16080
North Carolina .....	14844-18876(a)	Louisiana .....	12000-16800(a)
South Carolina .....	14750-20590	Montana .....	11580-14460(a)
*Maryland .....	14672-19275	Rhode Island .....	11544-13780(a)
Georgia .....	14604-19572	*Arkansas .....	11520-16020(a)
Washington .....	14604-18636	Virgin Islands .....	10837-13831
Hawaii .....	14532-18564(a)	*South Dakota .....	10812-13812
Idaho .....	14472-17724	New Hampshire .....	10766-13374(a)
Oregon .....	14232-18156	Kansas .....	10248-12924(a)
*Utah .....	14040-19734(a)	Maine .....	9932-12012(a)
Kentucky .....	13860-17700(a)	Puerto Rico .....	9600-12000(a)

Mean Minimum Salary - 14274

Mean Maximum Salary - 18429

(a) Longevity payments are added to this base pay range.

No comparable class within scope of definition in California, District of Columbia, Indiana, Ohio, Texas.

\*Salary range revised since last semi-annual survey.



# CHIEF OF BENEFITS

This is responsible administrative and supervisory work involving the direction of the processing of claims and benefit payments. An employee in this class has direct authority over the central office benefit operations, but may have only indirect and very limited authority in regard to local office benefit functions. This class usually requires extensive experience and training in one of the fields of management. College training may be substituted for some of the required experience.

New York .....	19235-22630(a)	North Dakota .....	11544-14592(a)
*Alaska .....	16680-20040	Rhode Island .....	11544-13780(a)
District of Columbia .	15812-20555	*Alabama .....	11492-14534
*Texas .....	14628-17832	Idaho .....	11340-13788
Illinois .....	14520-20040	*Hawaii .....	11288-15932(a)
Michigan .....	14365-18541(a)	*Wyoming .....	11220-13428(a)
Wisconsin .....	13956-18168	North Carolina .....	11100-14124(a)
New Jersey .....	13895-18065	Louisiana .....	11040-15840(a)
*Arizona .....	13812-17640	*West Virginia .....	10980-14100
*Connecticut .....	13701-16917(a)	*Delaware .....	10920-14640
Minnesota.....	13344-17544	Georgia .....	10896-14604
Ohio .....	13104-17576	Iowa .....	10824-14508
Oregon .....	12900-16476	*South Dakota .....	10812-13812
*Utah .....	12740-17888(a)	New Mexico .....	10800-14460(a)
*Massachusetts .....	12706-16154	*Missouri .....	10620-14220
Oklahoma .....	12660-16560(a)	*Arkansas .....	10572-14844(a)
Washington .....	12612-16104	Virginia .....	10512-13728
*Nebraska .....	12600-16140	Kentucky .....	10344-13200(a)
*Mississippi .....	12588-16188	Tennessee .....	9900-11760
Maryland .....	12357-16235	Montana .....	9720-12120(a)
Indiana .....	12300-15120	*Vermont .....	9620-13286
Nevada .....	12176-14805	New Hampshire .....	9017-11281(a)
*Florida .....	11908-16562	Kansas .....	8892-11244(a)
South Carolina .....	11825-16175	Maine .....	8840-10660(a)
Colorado .....	11700-14928(a)	Puerto Rico .....	6900- 8400(a)

Mean Minimum Salary - 11977

Mean Maximum Salary - 15435

(a) Longevity payments are added to this base pay range.

No comparable class within scope of definition in California, Pennsylvania, Virgin Islands.

\*Salary range revised since last semi-annual survey.

# HEARINGS REFEREE

This is responsible work preparing, conducting, and deciding quasi-judicial hearings, involving questions of statutory compliance, claims, assessments, and regulation violations, in issues between State departments and outside parties. Decisions are subject to review of an administrative appellate body or of courts. This class usually requires knowledge of rules of quasi-judicial procedures and evidence, of the jurisdictional rules of procedure of administrative hearing agencies, and of Federal and State employment security statutes. This class usually requires college graduation and responsible experience in labor or industrial relations, public welfare administration, law, or enforcement of Federal or State labor laws, or any equivalent combination of experience and training. Some States require graduation from law school or admission to the bar.

California .....	17700-21516(c)	Colorado .....	9624-12276(a)
Michigan .....	14365-18541(a)	Virginia .....	9600-12528
New York .....	14020-16755(a)	Rhode Island .....	9594-11492(a)
Alaska .....	13596-16332	Wisconsin .....	9480-18060(b)
District of Columbia .	13389-17403	Tennessee .....	9480-11280
*Nebraska .....	12600-16140	South Carolina .....	9470-12790
*Pennsylvania .....	11501-14657	Kentucky .....	9384-11976(a)
New Jersey .....	11431-14863	Iowa .....	9348-12528
Hawaii .....	11388-14532(a)	Idaho .....	9348-11340
*Wyoming .....	11220-13428(a)	Maryland .....	9284-12198(c)
*Ohio .....	11190-14768	North Carolina .....	9216-11664(a)
Illinois .....	11040-15180	*Florida .....	9204-12662
*North Dakota .....	11016-13920(a)	*Arkansas .....	8940-11976(a)
Minnesota .....	10956-13872	*West Virginia .....	8940-11580
Indiana .....	10800-13380	*Texas .....	8916-10872
*Mississippi .....	10656-13788	Montana .....	8880-11100(a)
Oregon .....	10600-13548	Oklahoma .....	8700-11400(a)
Nevada .....	10512-12783	New Mexico .....	8640-11760(a)
*Arizona .....	10500-13080	New Hampshire .....	8589-10776(a, c)
Washington .....	10380-13248	Kansas .....	8484-10740(a)
Massachusetts .....	10202-12870	Louisiana .....	8280-11880(a, d)
*South Dakota .....	10200-13008	Maine .....	8060- 9698(a)
*Utah .....	10010-14040(a)	Vermont .....	7878-10790
*Delaware .....	9924-13320	*Missouri .....	7560-10116
*Georgia .....	9888-13248	Puerto Rico .....	6000- 7200(a)
*Alabama .....	9672-11856		

Mean Minimum Salary - 10189

Mean Maximum Salary - 13152

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in Connecticut, Virgin Islands.

\*Salary range revised since last semi-annual survey.

# LOCAL OFFICE MANAGER

This is administrative and supervisory work involving the management of one of the smallest local employment security offices excluding sub-offices and itinerant stations. In addition, an employee in this class usually spends considerable time performing the duties of the regular Employment Security Interviewer or Deputy. This class usually requires graduation from high school and considerable experience in employment service or closely related work. College education may be substituted for some experience.

*Alaska .....	12636-15072	Iowa .....	8076-10824
Hawaii .....	10332-13176(a)	Idaho .....	8076- 9804
New York .....	10195-12325(a)	*South Dakota .....	8040-10272
*Connecticut .....	10138-12424(a)	Virgin Islands .....	7966-10166
*Utah .....	10010-14040(a)	Oregon .....	7920-10104
California .....	9852-11976	*Alabama .....	7878-10036(c)
Massachusetts .....	9539-12082	Michigan .....	7851- 9897(a)
Nevada .....	9533-11595	New Hampshire .....	7832- 9797(a,c)
Washington .....	9420-12012	*Ohio .....	7696-10130
Minnesota .....	9372-12336	Maine .....	7696- 9256(a,c)
Wisconsin .....	9180-11940	Virginia .....	7680-10032
Illinois .....	9060-12420	North Dakota .....	7572- 9576(a)
*Delaware .....	8988-12120(c)	New Mexico .....	7560-10320(a)
New Jersey .....	8957-11645(c)	Indiana .....	7560- 9420
Wyoming .....	8916-11496(a)	Montana .....	7440- 9300(a)
North Carolina .....	8808-11100(a)	Vermont .....	7410-10088
*Pennsylvania .....	8580-11501	Georgia .....	7380- 9888
*Mississippi .....	8532-10980	*Oklahoma .....	7380- 9720(a)
Kentucky .....	8520-10872(a)	Louisiana .....	7200-10800(a)
Maryland .....	8440-11090	*West Virginia .....	7200- 9420
*Nebraska .....	8400-10860(a)	Tennessee .....	7080- 8640
*Texas .....	8352-10176	*Arkansas .....	6996- 9372(a)
Colorado .....	8316-10608(a,c)	Rhode Island .....	6890- 8242(a)
*Arizona .....	8256-10296(g)	*Missouri .....	6840- 8748
*Florida .....	8242-11362	Kansas .....	6384- 8088(a)
*South Carolina .....	8185-10985	Puerto Rico .....	6000- 7200(a)

Mean Minimum Salary - 8315

Mean Maximum Salary - 10685

- (a) Longevity payments are added to this base pay range.
- (c) Minimum qualifications in this State significantly higher.
- (g) Two positions, one applicable to employment service and one to unemployment insurance.

No comparable class within scope of definition in District of Columbia.

\*Salary range revised since last semi-annual survey.

# UNEMPLOYMENT CLAIMS DEPUTY

This is technical work involving the non-monetary determinations on unemployment insurance claims including the adjudication of questionable or contested claims. An employee in this class may supervise claims clerks in the processing of the more routine claims. A working knowledge of unemployment compensation laws and related labor laws and regulations as well as of labor relations and employment problems is required. This class usually requires graduation from high school and considerable training and experience. College education may be substituted for some experience.

*Alaska .....	10176-12240	Michigan .....	6828-8519(a)
*Mississippi .....	8532-10980	*South Dakota .....	6804-8676
District of Columbia .	8449-10987	Montana .....	6780-8520(a)
*Alabama .....	8229-10387	*Pennsylvania .....	6716-8580
New York .....	8044- 9400(a,j)	Georgia .....	6696-8976
Minnesota .....	8004- 9744	*Arizona .....	6648-8100
*Illinois .....	7980-10920	Iowa .....	6636-8484
Wisconsin .....	7788-10200	*Texas .....	6624-8076
*Connecticut .....	7756- 9736(a)	Louisiana .....	6600-9600(a)
California .....	7728- 9396	New Mexico .....	6600-9000(a)
*Hawaii .....	7716- 9840(a)	*Florida .....	6552-8944
New Jersey .....	7686- 8688(s)	Vermont .....	6552-8840
Maryland .....	7672-10080	*West Virginia .....	6480-8460
Colorado .....	7536- 9624(a)	Virginia .....	6432-8400
Massachusetts .....	7389- 9074	Maine .....	6422-7696(a)
Washington .....	7380- 8976	Indiana .....	6300-7920
North Dakota .....	7224- 9132(a)	Oklahoma .....	6240-8220(a)
New Hampshire .....	7162- 9000(a)	*Utah .....	6214-8710(a)
Nevada .....	7125- 8652	*Delaware .....	6192-7908
Wyoming .....	7092- 9144(a)	*Ohio .....	6011-7904
Tennessee .....	7080- 8640	Kansas .....	5556-7008(a)
South Carolina .....	7065- 9485	*Arkansas .....	5532-7404(a)
Idaho .....	6972- 8472	*Missouri .....	5376-7200
Rhode Island .....	6890- 8242(a)	Kentucky .....	4980-6360(a)
*Nebraska .....	6840- 8820(a,b)	Puerto Rico .....	4800-6000
Oregon .....	6840- 8736		

Mean Minimum Salary - 6959

Mean Maximum Salary - 8865

(a) Longevity payments are added to this base pay range.

(b) Appointments are frequently made above the minimum of this salary range.

(j) Requires one year experience as trainee.

(s) Requires six months experience as trainee.

No comparable class within scope of definition in North Carolina, Virgin Islands

\*Salary range revised since last semi-annual survey.

# EMPLOYMENT INTERVIEWER

This is the professional entry position in the Interviewer series and involves interviewing applicants for employment or interviewing employers seeking workers through the State employment service offices. The duties may include taking unemployment insurance claims. The work primarily involves determining the work qualifications of applicants and in most instances placing them in suitable employment. A working knowledge of employment service practices, State and Federal employment laws, the Unemployment Compensation Act, Dictionary of Occupational Titles, and occupations in industry and business is needed for satisfactory performance, but may be obtained after appointment. This class usually requires graduation from high school and considerable experience, some of which shall have been in related fields, or graduation from a college.

*Alaska .....	9444-11364	Nevada .....	6466-7850
New York .....	8044- 9400(a,j)	North Carolina .....	6408-8028(a)
Minnesota .....	8004- 9744	*Alabama .....	6305-8229
California .....	7728- 8952(f)	Rhode Island .....	6266-7488(a)
New Jersey .....	7686- 8688	Oklahoma .....	6240-8220(a)
Illinois .....	7500-10260	*Arizona .....	6216-7560
Wisconsin .....	7224- 9408	*Utah .....	6214-8710(a)
Washington .....	7032- 8544	Virgin Islands .....	6200-7910
Maryland .....	6975-10080	*Delaware .....	6192-7908
*Florida .....	6968- 9516	Montana .....	6180-7800(a)
*Connecticut .....	6912- 8460(a)	Georgia .....	6072-8136
*Nebraska .....	6840- 8820(a,b)	Kentucky .....	6048-7344(a)
Colorado .....	6840- 8724(a)	Tennessee .....	6000-7440
Michigan .....	6828- 8519(a)	Virginia .....	5880-7680
*South Dakota .....	6804- 8676	Maine .....	5876-7020(a)
*Pennsylvania .....	6716- 8580	Vermont .....	5798-7774
Iowa .....	6636- 8484	Hawaii .....	5760-7344(a)
Idaho .....	6636- 8076	South Carolina .....	5700-7612
Massachusetts .....	6630- 8112	Kansas .....	5556-7008(a)
*Texas .....	6624- 8076	*Arkansas .....	5532-7404(a)
Louisiana .....	6600- 9600(a)	New Mexico .....	5520-7560(a)
*Mississippi .....	6600- 8484	Indiana .....	5520-6900
Wyoming .....	6576- 8472(a)	New Hampshire .....	5506-6827(a,f)
North Dakota .....	6576- 8316(a)	*Missouri .....	5376-7560(b,e)
Oregon .....	6516- 8316	*West Virginia .....	4680-6120(d)
*Ohio .....	6510- 8632	Puerto Rico .....	4320-5220(a)

Mean Minimum Salary - 6448

Mean Maximum Salary - 8211

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (d) Minimum qualifications in this State significantly lower.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.
- (j) Requires one year experience as trainee.

No comparable class within scope of definition in District of Columbia.

\*Salary range revised since last semi-annual survey.

# DIRECTOR OF EMPLOYMENT SECURITY RESEARCH AND STATISTICS

This is specialized technical and supervisory work which involves the direction of statistical reporting and analysis and research activities in a state-wide employment security program. An employee in this class usually receives general administrative direction from the agency head. Responsibilities include supervising a staff of professional, technical and clerical personnel engaged in the collection, analysis, interpretation and presentation of program data. This work also involves participation in agency program planning and policy development, functional supervision of local office reports, including development of reporting procedures and validation of local office reports, the preparation of administrative analyses of agency activities and the carrying out of basic research studies in the fields of labor market analysis and employment security operations. This class usually requires college graduation, including courses in statistics and economics, considerable professional experience in progressive responsible research and statistical work, usually in the employment security field, including some responsible supervisory duties.

New York .....	20285-23790(a)	Nevada .....	12176-14805
Michigan .....	18437-22759(a)	Georgia .....	12012-16104
California .....	17700-21516	Iowa .....	11928-16788
Alaska .....	16680-19040	*Florida .....	11908-16562
District of Columbia .	15812-20555	South Carolina .....	11825-16175
Ohio .....	15600-21112	Colorado .....	11700-14928(a)
*Connecticut .....	15186-18648(a,k)	North Dakota .....	11544-14592(a)
*Pennsylvania .....	14657-19664(c)	Rhode Island .....	11544-13780(a,r)
Wisconsin .....	13956-18168	*Alabama .....	11492-14534
New Jersey .....	13895-18065	Kentucky .....	11412-14556(a,h)
Illinois .....	13560-18720	Idaho .....	11340-13788
*Utah .....	13364-18798(a)	*Wyoming .....	11220-13428(a)
Minnesota .....	13344-17544	*West Virginia .....	10980-14100
Maryland .....	13339-17524	*Delaware .....	10920-14640
Washington .....	13248-16908	*Arkansas .....	10572-14844(a)
Oregon .....	12900-16476	Virginia .....	10512-13728
North Carolina .....	12840-16332(a)	South Dakota .....	10200-13008
*Texas .....	12816-15624(d)	*Missouri .....	10116-13548
Tennessee .....	12720-15900	Louisiana .....	10080-14880(a,d)
*Massachusetts .....	12706-16154	Maine .....	9932-12012(a)
Oklahoma .....	12660-16560(a)	New Mexico .....	9840-13380(a)
*Arizona .....	12612-16092(g)	Montana .....	9720-12120(a)
*Nebraska .....	12600-16140(a)	Vermont .....	9620-13286
*Mississippi .....	12588-16188	Puerto Rico .....	9600-12000(a)
Hawaii .....	12552-16032(a)	New Hampshire .....	9438-11774(a)
Indiana .....	12300-15120	Kansas .....	8892-11244(a)

Mean Minimum Salary - 12478

Mean Maximum Salary - 16039

- (a) Longevity payments are added to this base pay range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
- (g) Two positions, one applicable to employment service and one to unemployment insurance.
- (h) Serves employment security and public assistance programs.
- (k) Performs public information duties in addition to research and statistics responsibility.
- (r) Also has responsibility for development and adaptation of agency operating methods and procedures.

No comparable class within scope of definition in Virgin Islands.

\*Salary range revised since last semi-annual survey.

# LABOR FORCE ANALYST

This is technical work at the professional entry level in labor force analysis. An employee in this class usually receives supervision and assignments from the chief of reports and analysis, higher level labor force analyst, local office manager, or area supervisor. Responsibilities include the collection, interpretation and presentation of economic and statistical data concerning labor force conditions in an assigned labor force area, and the preparation of reports on local office activities. The duties may entail supervision and training of local office personnel engaged in the collection, compilation and preparation of statistical data. This class usually requires college graduation including courses in statistics, economics, or business administration and some experience in the compilation and interpretation of statistical information, or equivalent combination of education and experience.

California .....	9852-11976	*Alabama .....	7527- 9672
New York .....	9660-11695(a)	*Utah .....	7514-10530(a)
*Alaska .....	9444-11364	*Ohio .....	7384- 9755
Montana .....	8880-11100(a)	Oklahoma .....	7380- 9720(a)
Tennessee .....	8640-10320	*Delaware .....	7356- 9924
*Mississippi .....	8532-10980	Iowa .....	7320- 9816
Illinois .....	8520-11700	Louisiana .....	7200-10800(a)
Wisconsin .....	8460-11004	*West Virginia .....	7200- 9420
*Pennsylvania .....	8163-10432	Indiana .....	7200- 9000
Washington .....	8136-10380	Nevada .....	7125- 8652
New Jersey .....	8124-10059	South Carolina .....	7065- 9485
Minnesota .....	8004-10536	Virginia .....	7032- 9168
*Nebraska .....	7980-10320	Kansas .....	7008- 8892(a)
Massachusetts .....	7935- 9714	Rhode Island .....	6890- 8242(a)
North Dakota .....	7932-10032(a)	Georgia .....	6696- 8976
Michigan .....	7851- 9897(a)	*Arizona .....	6648- 8100
*Florida .....	7800-10712	*Hawaii .....	6600- 8508(a)
*Connecticut .....	7756- 9736(a)	New Hampshire .....	6554- 8243(a)
*South Dakota .....	7728- 9852	Oregon .....	6516- 8316
Idaho .....	7692- 9348	*Arkansas .....	6456- 8652(a)
North Carolina .....	7680- 9660(a)	Kentucky .....	6360- 8112(a)
Maryland .....	7672-10080	Maine .....	6136- 7358(a)
Wyoming .....	7656- 9864(a)	New Mexico .....	6000- 8280(a)
*Missouri .....	7560-10116	Vermont .....	5798- 7774
*Texas .....	7560- 9216	Puerto Rico .....	4800- 6000(a)
Colorado .....	7536- 9624(a)		

Mean Minimum Salary - 7500

Mean Maximum Salary - 9630

(a) Longevity payments are added to this base pay range.

(d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in District of Columbia, Virgin Islands.

\*Salary range revised since last semi-annual survey.

# EMPLOYMENT COUNSELOR

This is specialized employment service work at the professional entry level of counseling. An employee in this class spends a major portion of his time in assisting applicants in making a suitable occupational choice or in adjusting to employment they have already chosen. The incumbent maintains cooperative relationship with schools and with health rehabilitation and other agencies providing services that may be required to better fit job seekers for employment. In addition, the incumbent follows up on the adjustment of counseled applicants. This class usually requires college graduation, plus graduate courses in counseling or counseling related fields and some experience in counseling.

*Alaska .....	10956-13104	North Carolina .....	7344-9216(a)
California .....	9036-10980	*West Virginia .....	7200-9420
Wyoming .....	8916-11496(a)	Montana .....	7080-8880(a)
Nevada .....	8652-10512	*Ohio .....	7072-9277
New York .....	8630-10475(a)	Maine .....	7020-8450(a)
*Nebraska .....	8400-10860	*Arkansas .....	6996-9372(a)
*Pennsylvania .....	8163-10432	*Mississippi .....	6984-8940
Michigan .....	8143- 8477(f)	Idaho .....	6972-8472
Washington .....	8136-10380	*Florida .....	6968-9516
New Jersey .....	8124-10059	Vermont .....	6968-9464
Minnesota .....	8004-10536	Oklahoma .....	6960-9180(a)
Illinois .....	7980-10920	Louisiana .....	6900-9900(a)
*Massachusetts .....	7935- 9714	*Missouri .....	6864-9180(b)
Colorado .....	7920-10104(a)	*Utah .....	6838-9568(a)
*Alabama .....	7878-10036	Virgin Islands .....	6830-8730
Wisconsin .....	7788-10200	Virginia .....	6720-8784
*Connecticut .....	7756- 9736(a)	Georgia .....	6696-8976
*South Dakota .....	7728- 9852	*Arizona .....	6648-8100
Hawaii .....	7716- 9840(a)	South Carolina .....	6575-8805
Iowa .....	7692-10308	New Hampshire .....	6554-8243(a)
Maryland .....	7672-10080	Rhode Island .....	6552-7852(a)
North Dakota .....	7572- 9576(a)	*Delaware .....	6504-8316
Indiana .....	7560- 9420	Kentucky .....	6360-8112(a)
*Texas .....	7560- 9216(d)	New Mexico .....	6300-8640(a,d)
Oregon .....	7548- 9624	Kansas .....	6096-7716(a)
Tennessee .....	7440- 9480(b)	Puerto Rico .....	4800-6000(a)

Mean Minimum Salary - 7417

Mean Maximum Salary - 9473

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (d) Minimum qualifications in this State significantly lower.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.

No comparable class within scope of definition in District of Columbia.

\*Salary range revised since last semi-annual survey.



# UNEMPLOYMENT INSURANCE FIELD AUDITOR

This is responsible field work in the determination of employer liability by means of investigating and auditing payrolls and other records of private employers who may be subject to the State unemployment insurance law. Work includes the interpretation of laws and regulations, advising employers regarding procedures to be followed in complying with the law, and the collecting of delinquent contributions from employers. This class usually requires college graduation including courses in accounting, or an equivalent combination of education and experience.

Alaska .....	10956-13104	Colorado .....	7536- 9624(a)
District of Columbia .	9320-12119	*Florida .....	7384-10114
Wyoming .....	8916-11496(a)	*West Virginia .....	7200- 9420
*Ohio .....	8840-11398	New Hampshire .....	7162- 9000(a,c)
*Mississippi .....	8532-10980	*Arizona .....	7128- 8676
New Jersey .....	8530-10560	Nevada .....	7125- 8652(f)
Idaho .....	8472-10296	Tennessee .....	7080- 8640
Wisconsin .....	8460-11004	South Carolina .....	7065- 9485
Louisiana .....	8280-11880(a)	*Arkansas .....	6996- 9372(a)
*Alabama .....	8229-10387(d)	Kentucky .....	6996- 8940(a)
Georgia .....	8136-10896	*Vermont .....	6968- 9464
California .....	8112- 9396	Oklahoma .....	6960- 9180(a)
New York .....	8044- 9400(a,j)	New Mexico .....	6900- 9320(a)
*South Dakota .....	8040-10272	Oregon .....	6840- 8736
North Carolina .....	8028-10116(a)	*Utah .....	6838- 9568(a)
Minnesota .....	8004-10956	Montana .....	6780- 8520(a)
Illinois .....	7980-10920(c)	Virginia .....	6720-10032
*Nebraska .....	7980-10320(a)	*Pennsylvania .....	6716- 9011
Massachusetts .....	7935- 9714	Kansas .....	6684- 8484(a)
Indiana .....	7920- 9840	*Missouri .....	6540- 8748
Michigan .....	7851- 9897(a)	*Delaware .....	6504- 8316
*Connecticut .....	7756- 9736(a)	Maryland .....	6500-10080
*Hawaii .....	7716- 9820(a)	Washington .....	6372- 7752
Iowa .....	7692-10308	Maine .....	6136- 7358(a)
North Dakota .....	7572- 9576(a)	Rhode Island .....	5694- 6812(a,d)
*Texas .....	7560- 9216	Puerto Rico .....	4800- 6000(a)

Mean Minimum Salary - 7509

Mean Maximum Salary - 9617

- (a) Longevity payments are added to this base pay range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.
- (j) Requires one year experience as trainee.

No comparable class within scope of definition in Virgin Islands.

\*Salary range revised since last semi-annual survey.

# DIRECTOR OF WELFARE RESEARCH AND STATISTICS

This is specialized technical and supervisory work which involves the direction of statistical reporting and analysis and research activities in a State Welfare Department. The incumbent usually receives general administrative direction from the Commissioner and consults with program directors. This class usually requires a Master's degree, preferably in the social sciences or social work, including or supplemented by twelve semester hours of statistics and social research methods, and considerable professional experience including the planning and conduct of social research activities in an organized unit, preferably in a social welfare agency.

*New York .....	22580-26300(a)	North Dakota .....	11544-14592(a)
District of Columbia ..	18531-24093	Kentucky .....	11412-14556(a,h)
Michigan .....	18437-22759(a)	Massachusetts .....	11388-14492
*Pennsylvania .....	17839-23915(p)	Idaho .....	11340-13788(a)
California .....	16044-19512	Wyoming .....	11220-14472(a)
New Jersey .....	15320-19916	Utah .....	11028-15468(a)
Maryland .....	14672-19275	Virginia .....	10992-14328
Georgia .....	14604-19572	*West Virginia .....	10980-13980
Illinois .....	14520-20040	*Delaware .....	10920-14640
*Ohio .....	14352-19240	Mississippi .....	10860-12300
Wisconsin .....	13956-18168	Oklahoma .....	10800-14100
Minnesota .....	13344-17544	Montana .....	10800-13500(a)
Washington .....	13248-16908	Tennessee .....	10800-12720
*Connecticut .....	13020-16110(a)	Rhode Island .....	10530-12610(a)
*Texas .....	12816-15624	South Dakota .....	10512-13428
*Nebraska .....	12600-16140(a)	Indiana .....	10320-12840
Hawaii .....	12552-16032	Louisiana .....	10080-14880(a)
Oregon .....	12288-15684	Maine .....	9932-12012(a,i)
*Alabama .....	12246-15834	Arkansas .....	9708-13008
*Missouri .....	12088-16452	*Arizona .....	9696-12072
Iowa .....	11928-16788	Virgin Islands .....	9291-11859
*Florida .....	11908-16562(d)	Kansas .....	8892-11244(a)
South Carolina .....	11825-16175	New Hampshire .....	8589-10776(a)
Colorado .....	11700-14928(a)	*Vermont .....	8424-11544
North Carolina .....	11664-14844(a)	Puerto Rico .....	8400-10200(a)
Nevada .....	11595-14094		

Mean Minimum Salary - 12238

Mean Maximum Salary - 15724

- (a) Longevity payments are added to this base pay range.
- (d) Minimum qualifications in this State significantly lower.
- (h) Serves employment security and public assistance programs.
- (i) Includes direction of research and statistics for State health and welfare programs.
- (p) Includes program planning, evaluation and coordination.

No comparable class within scope of definition in Alaska, New Mexico.

\*Salary range revised since last semi-annual survey.

## PUBLIC WELFARE FIELD REPRESENTATIVE

This is responsible supervisory work at the State level involving the interpretation of State requirements, standards, and criteria and giving general supervision to the administration of public welfare programs in local units or a designated area of the State. This class usually requires training in a graduate school of social work and considerable professional social work experience in a welfare agency including some supervisory, consultative or administrative work. The incumbent may be responsible for Public Assistance or Child Welfare Services program or both.

*Alaska .....	16680-20040	*Georgia .....	9888-13248
New York .....	16430-19490(a)	New Jersey .....	9853-11645
California .....	15276-18576	Montana .....	9840-12300(a)
Washington .....	13908-17748	*Nebraska .....	9780-12600(a)
*Connecticut .....	13701-16917(a)	Wyoming .....	9624-12408(a)
Wisconsin .....	12828-19692	Louisiana .....	9600-14400(a)
Nevada .....	12176-14805	*Ohio .....	9589-12272
Illinois .....	11820-16320	South Carolina .....	9470-12790
*Arizona .....	11508-14698	*New Hampshire .....	9438-11774(a)
Minnesota .....	11400-15000	Michigan .....	9354-12048(a)
Maryland .....	11233-14757	North Carolina .....	9216-11664(a)
Oregon .....	11136-14232	*Florida .....	9204-12662
*Colorado .....	11136-14220(a)	*Missouri .....	9180-13548(e)
*Pennsylvania .....	10954-14657	Tennessee .....	9060-10800
Iowa .....	10824-14508	North Dakota .....	8712-11016(a)
*Alabama .....	10751-13312	Virginia .....	8400-10992
Kentucky .....	10344-13200(a)	South Dakota .....	8340-10644
Indiana .....	10320-12840	Arkansas .....	8232-11052
Vermont .....	10296-14300	Oklahoma .....	8220-10800
Idaho .....	10296-12504(a)	Kansas .....	8088-10248(a)
*Texas .....	10176-12408	Massachusetts .....	7935- 9714
Rhode Island .....	10062-12064(a)	Mississippi .....	7380- 8640
Maine .....	9932-12012(a)	Puerto Rico .....	6900- 8400(a)

Mean Minimum Salary - 10402

Mean Maximum Salary - 13347

(a) Longevity payments are added to this base pay range.

(e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.

No comparable class within scope of definition in Delaware, District of Columbia, Hawaii, New Mexico, Utah, Virgin Islands, West Virginia.

\*Salary range revised since last semi-annual survey.

# PUBLIC ASSISTANCE CASEWORK SUPERVISOR

This is professional social work at the local level involving the immediate supervision and development of a group of caseworkers through review of case records and individual and group supervisory conferences. This class usually requires training in a graduate school of social work and some social casework experience.

Alaska .....	13596-16332	South Dakota .....	8040-10272(a)
District of Columbia .	10252-13330	*Colorado .....	7920-11700(a,e)
*Connecticut .....	9601-11827(a)	*New Hampshire .....	7832- 9797(a)
*Alabama .....	9321-11492	*Florida .....	7800-10712
Maryland .....	9284-12198(c)	Tennessee .....	7800- 9480
*Minnesota .....	9180-13080(a,e)	North Carolina .....	7680-11100(b,e)
North Dakota .....	9132-11544(a)	South Carolina .....	7600-10200
Nevada .....	9083-11040	Utah .....	7524-10524(a)
Wisconsin .....	9060-12420(e)	*Ohio .....	7426-11315(e)
Hawaii .....	8928-11388(a)	*New Jersey .....	7369-11372(b,e)
Wyoming .....	8916-11496(a)	*Nebraska .....	7200-10860(a,e)
*Texas .....	8916-10872	Louisiana .....	7200-10800(a)
Michigan .....	8895-10962(a)	West Virginia .....	7200- 9420
Rhode Island .....	8736-10452(a)	*California .....	7176-13284(e)
Virgin Islands .....	8603-10979	Kentucky .....	6996- 8940(a)
*Pennsylvania .....	8580-11501	New Mexico .....	6900- 9420(a)
Illinois .....	8520-11700	*Georgia .....	6696- 8976(b)
Maine .....	8450-10166(a)	Virginia .....	6600-15246(a,b,e)
Massachusetts .....	8432-10507	Montana .....	6600- 8100(a)
Vermont .....	8424-11544	*Missouri .....	6540- 9636(e)
Oregon .....	8316-10608	Oklahoma .....	6240- 8220
*Arizona .....	8256-10296	Mississippi .....	6120- 7080
Washington .....	8136-12012	Arkansas .....	5988- 8004
*Delaware .....	8136-10920	*New York .....	5825-15121(b,e)
Kansas .....	8088-10248(a)	Puerto Rico .....	4800- 6000(a)
Iowa .....	8076-10824	Indiana .....	3600- 9300(b,e)
Idaho .....	8076- 9804(a)		

Mean Minimum Salary - 7918

Mean Maximum Salary - 10838

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.

\*Salary range revised since last semi-annual survey.

# PUBLIC ASSISTANCE CASEWORKER

This is professional public assistance casework at the beginning level but does not include the trainee. An employee in this class, after a brief orientation period, is expected to carry a full case load, establishing eligibility and extent of need, and explaining laws, regulations and eligibility requirements to clients and other interested persons. This class usually requires graduation from college.

Alaska .....	10176-12240	Maine .....	6136- 7358(a)
Michigan .....	8143- 8477(f)	South Carolina .....	6120- 8180
Illinois .....	7500-10260	*Georgia .....	6072- 8136
Nevada .....	7478- 9083(j)	Kentucky .....	6048- 7344(a)
*Pennsylvania .....	7407- 9011(f)	Louisiana .....	6000- 9000(a)
Massachusetts .....	7389- 9074	Montana .....	6000- 7920(a,e)
*Minnesota .....	7320- 8400(a,e)	*Ohio .....	5990- 9048(e)
*Connecticut .....	7190- 8798(a)	West Virginia .....	5820- 7620
Wisconsin .....	7140- 9660(e)	*Kansas .....	5820- 7356(a)
Washington .....	7032- 8544	Vermont .....	5798- 7774
Maryland .....	6975- 9165	Hawaii .....	5760- 7341(a)
Iowa .....	6972- 8904	*New Hampshire .....	5701- 7169(a,f)
*Florida .....	6968- 9516	Virginia .....	5700-10344(a,b,e)
Rhode Island .....	6890- 8242(a)	Tennessee .....	5640- 7440
*Alabama .....	6877- 8957(b)	*Colorado .....	5628- 8316(a,e)
*New Jersey .....	6684-10059(b,e)	North Carolina .....	5580- 8808(b,e)
*Arizona .....	6648- 8100	New Mexico .....	5520- 7560(a)
Idaho .....	6636- 8076(a)	Oklahoma .....	5280- 6960
Wyoming .....	6576- 8472(a)	California .....	5232-10008(e)
North Dakota .....	6576- 8316(a,b)	*New York .....	5135-11341(b,e)
Oregon .....	6516- 8316	Arkansas .....	5124- 6864
*Delaware .....	6504- 8316	*Nebraska .....	5040- 7980(a,b,e)
*Texas .....	6408- 8076	Mississippi .....	4920- 5880
Utah .....	6216- 8700(a)	*Missouri .....	4884- 6540(b,e)
Virgin Islands .....	6200- 7910	Puerto Rico .....	4320- 5220(a)
South Dakota .....	6180- 7884	Indiana .....	2400- 8100(b,e)
District of Columbia .	6176- 8030		

Mean Minimum Salary - 6235

Mean Maximum Salary - 8381

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.
- (j) Requires one year experience as trainee.

\*Salary range revised since last semi-annual survey.

# MEDICAL SOCIAL WORK CONSULTANT

This is responsible professional social work in a State Welfare Department involving participation in the medical care aspects of public assistance programs and/or in the administration of APTD. An employee in this class usually works under general administrative direction. The incumbent assists in the development of policies, procedures, and methods for medical-social aspects of the public assistance programs, and carries responsibility for assuring that these established standards are maintained. The work includes responsibility, as a member of the medical team, for the social work role in reaching decisions with respect to eligibility. The incumbent participates in planned training of social work staff through interpretation of their responsibilities in the medical-social aspects of the public assistance programs. This class nearly always requires training in a graduate school of social work and some supervisory experience in social work with either training or experience in a medical setting.

*Alaska .....	13596-16332	*Ohio .....	9589-12272
District of Columbia .	13389-17403	Montana .....	9420-11760(a)
*Pennsylvania .....	13301-17839(c)	Nebraska .....	9300-12000(a)
New Jersey .....	13233-17205	*Minnesota .....	9180-13080
California .....	12276-14916	Oregon .....	9168-11700
*Delaware .....	12120-16080	North Dakota .....	9132-11544(a)
*Georgia .....	12012-16104	Utah .....	9108-12732(a)
New York .....	11935-14360(a)	Tennessee .....	9060-10800
*Florida .....	11908-16562	Vermont .....	8996-12402
Illinois .....	11820-16320	South Carolina .....	8800-11850
Wisconsin .....	11722-15336	Virginia .....	8784-10992
*Michigan .....	11046-14073(a)	*Missouri .....	8748-11700
Massachusetts .....	10759-13645	Rhode Island .....	8736-10452(a)
*Alabama .....	10751-13312	*Arizona .....	8256-10296
*Connecticut .....	10694-13040(a)	*Kansas .....	8088-10248(a)
Indiana .....	10320-12840	Mississippi .....	7980- 9360
*Colorado .....	10104-12900(a)	New Mexico .....	7560-10320(a)
Washington .....	9888-12612	Oklahoma .....	6960- 9180(d)
Wyoming .....	9624-12408(a)		

Mean Minimum Salary - 10199

Mean Maximum Salary - 13134

(a) Longevity payments are added to this base pay range.

(c) Minimum qualifications in this State significantly higher.

(d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in Arkansas, Hawaii, Idaho, Iowa, Kentucky, Louisiana, Maine, Maryland, Nevada, New Hampshire, North Carolina, Puerto Rico, South Dakota, Texas, Virgin Islands, West Virginia.

\*Salary range revised since last semi-annual survey.

# STATE DIRECTOR OF CHILD WELFARE

This is highly responsible professional work under the general direction of the Commissioner involving the planning, organization, and administration of the child welfare program in a State Welfare Department. This class usually requires a masters degree in social work and extensive experience in social work, including considerable experience in a supervisory, consultant, or administrative capacity in a public or private welfare agency, some of which involved social services to children.

New York .....	28935	Oklahoma .....	12000-15720
District of Columbia .	21589-28069	*Florida .....	11908-16562
Alaska .....	17676-20240	South Carolina .....	11825-16175
California .....	16860-20496	Virgin Islands .....	11704-14937
*Georgia .....	16104-21588	Oregon .....	11700-14940
New Jersey .....	16086-20910	North Carolina .....	11664-14844(a)
Illinois .....	15600-21600	North Dakota .....	11544-14592(a)
Minnesota .....	15600-18972	Louisiana .....	11520-16320(a)
Iowa .....	15228-21420	Idaho .....	11340-13788(a)
*Nebraska .....	13920-17820(a)	Montana .....	11280-14100(a)
*Arizona .....	13812-17640	Wyoming .....	11220-14472(a)
*Rhode Island .....	13754-15756(a)	Maine .....	11180-13520(a)
Massachusetts .....	13411-17077	Utah .....	11028-15468(a)
Maryland .....	13339-17524	*Delaware .....	10920-14640
Nevada .....	12783-15549	Mississippi .....	10860-12300
Tennessee .....	12720-15900	New Hampshire .....	10766-13374(a)
Vermont .....	12636-17680	Arkansas .....	10572-14844
Washington .....	12612-16104	*Missouri .....	10116-13548
Kentucky .....	12576-16056(a)	Virginia .....	10032-13128
South Dakota .....	12360-15780	*Ohio .....	9963-12896
Indiana .....	12300-15120	Kansas .....	9780-12324(a)
*Colorado .....	12276-15672(a)	Puerto Rico .....	8400-10200(a)
*Alabama .....	12246-15834		

Mean Minimum Salary - 13017

Mean Maximum Salary - 16261

(a) Longevity payments are added to this base pay range.

No comparable class within scope of definition in Connecticut, Hawaii, Michigan, New Mexico, Pennsylvania, Texas, West Virginia, Wisconsin.

\*Salary range revised since last semi-annual survey.

# CONSULTANT ON FOSTER CARE AND LICENSING

This is responsible professional work, usually under the administrative direction of the State Child Welfare Director. An employee in this class gives consultation to voluntary agencies and institutions, State agency child welfare staff, and other concerned individuals and agencies on the development and use of foster care services and facilities; program development and changes to meet the needs of children who need care away from their own homes either in foster family or group care; and interpretation to State Welfare Agency, voluntary agencies and institutions, State and local community planning groups, and other concerned individuals and organizations of standards and good practice. This class usually requires training in a graduate school of social work and considerable social work experience, including some supervision of casework with children.

Alaska .....	13596-16332	Louisiana .....	9600-14400(a)
Illinois .....	12660-17460	South Carolina .....	9470-12790
California .....	12276-14916	New Hampshire .....	9438-11774(a)
Michigan .....	12257-15514(a)	South Dakota .....	9276-11832
Rhode Island .....	11544-13780(a)	Maine .....	9256-11180(a)
Maryland .....	11233-14757	*Missouri .....	9180-12228
*Alabama .....	11128-13923	Virginia .....	9168-12000
*Pennsylvania .....	10954-14657	North Dakota .....	9132-11544(a)
*Georgia .....	10896-14604	Tennessee .....	9060-10800
Nebraska .....	10860-13800(a)	Massachusetts .....	8978-11240
Wisconsin .....	10788-14028	West Virginia .....	8940-11580
*Connecticut .....	10694-13040(a)	Kansas .....	8892-11244(a)
*Arizona .....	10500-13080	*Ohio .....	8840-11398
Indiana .....	10320-12840	North Carolina .....	8808-11100(a)
Minnesota .....	10128-13344	*Florida .....	8684-11986
Oregon .....	10104-13900	Kentucky .....	8520-10872(a)
*Colorado .....	10104-12900(a)	Iowa .....	8148-10824
Utah .....	10020-14040(a)	Mississippi .....	7980- 9360
*Delaware .....	9924-13320	Montana .....	7920- 9840(a)
Washington .....	9888-12612	Arkansas .....	7596-10188
Idaho .....	9804-11904(a)	New Mexico .....	7560-10320(a)
Wyoming .....	9624-12408(a)	Puerto Rico .....	6900- 8400(a)

Mean Minimum Salary - 9787

Mean Maximum Salary - 12592

(a) Longevity payments are added to this base pay range.

No comparable class within scope of definition in District of Columbia, Hawaii, Nevada, New Jersey, New York, Oklahoma, Texas, Vermont, Virgin Islands.

\*Salary range revised since last semi-annual survey.



# CHILD WELFARE SUPERVISOR

This is professional social work involving the immediate supervision and development of a small group of child welfare workers through individual conferences and group discussions. This class may include supervision of workers in a local agency or in a district office of a State agency, but does not include directors of local administrative units whose duties are primarily administrative. This class usually requires training in a graduate school of social work and some case-work experience, which includes work with families or children.

District of Columbia .	13389-17403	Oregon .....	8316-10608
*Alabama .....	11128-13923	*Arizona .....	8256-10296
Illinois .....	11040-15180	*Florida .....	8242-11362
Maryland .....	10213-13417	*Arkansas .....	8232-11052
Michigan .....	10189-12799(a)	*Delaware .....	8136-10920
Nevada .....	10009-12176	Kansas .....	8088-10248(a)
New Jersey .....	9853-11645	Iowa .....	8076-10824
Idaho .....	9804-11904(a)	Massachusetts .....	7935- 9714
*Connecticut .....	9601-11827(a)	*Colorado .....	7920-11700(a,e)
*Pennsylvania .....	9454-12675	Louisiana .....	7920-11520(a,d)
New Hampshire .....	9438-11774(a,c)	Tennessee .....	7800- 9480
Washington .....	9420-12012	Kentucky .....	7716- 9852(a)
*California .....	9312-14832(e)	North Carolina .....	7680-11100(b,e)
*Minnesota .....	9180-13080(a,e)	South Carolina .....	7600-10200
North Dakota .....	9132-11544(a)	*Missouri .....	7560-11148(e)
Utah .....	9108-12732(a)	*Georgia .....	7380- 9888
Wisconsin .....	9060-12420(e)	Mississippi .....	7380- 8640
Vermont .....	8996-12402	*Nebraska .....	7200-10860(a,e)
South Dakota .....	8964-11436	Montana .....	6900- 8640(a)
Hawaii .....	8928-11388(a)	Virginia .....	6600-15246(a,b)
Rhode Island .....	8736-10452(a)	*New York .....	5825-15121(b,e)
Virgin Islands .....	8603-10979	Puerto Rico .....	5700- 6900(a)
Maine .....	8450-10166(a)	Indiana .....	3600- 9300(b,e)

Mean Minimum Salary - 8523

Mean Maximum Salary - 11582

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.

No comparable class within scope of definition in Alaska, New Mexico, Ohio, Oklahoma, Texas, West Virginia, Wyoming.

\*Salary range revised since last semi-annual survey.

# CHILD WELFARE WORKER

This is professional social casework at the entry level but does not include the trainee. An employee in this class, after a brief orientation period, is expected to carry under rather close supervision a full case load helping children and their parents in situations where children have difficulties in family relationships, present behavior problems, have mental or physical handicaps, are neglected and abused, or need substitute care. This class usually requires training in a graduate school of social work, or college graduation plus some casework experience. For workers without professional training, duties and responsibilities may be restricted and under closer supervision.

Alaska .....	11796-14100	*Ohio .....	6802- 9048(e)
Illinois .....	9060-12420	*Georgia .....	6696- 8976(b)
*Alabama .....	8957-11128	Hawaii .....	6600- 8508(a)
Michigan .....	8603- 8958(f)	South Carolina .....	6575- 8805
Nevada .....	8241-10009	*Colorado .....	6516- 9624(a,e)
*Pennsylvania .....	8163-10432	*Delaware .....	6504- 8316(d)
*Florida .....	7800-10712	Tennessee .....	6360- 8220
Washington .....	7752- 9420	Montana .....	6300- 7920(a)
New Jersey .....	7686- 8688(d)	*Missouri .....	6228- 8328(b)
Maryland .....	7672-10080	Virgin Islands .....	6200- 7910
District of Columbia .....	7639- 9934	South Dakota .....	6180- 7884
Massachusetts .....	7389- 9074	Maine .....	6136- 7358(a)
*Idaho .....	7320- 8904(a)	North Carolina .....	6120- 8808(b,e)
*Minnesota .....	7320- 8400(a,e)	Kentucky .....	6048- 7344(a,d)
*California .....	7248-13284(c,e)	New Mexico .....	6000- 8280(a)
North Dakota .....	7224- 9132(a)	Oklahoma .....	5880- 7800
*Connecticut .....	7190- 8798(a)	Mississippi .....	5880- 6840
Wisconsin .....	7140- 9660(e)	West Virginia .....	5820- 7620(d)
*Arizona .....	7128- 8676	*New Hampshire .....	5701- 7169(a,f)
Iowa .....	6977- 8904	Virginia .....	5700-10344(a,b,d)
Vermont .....	6968- 9464	Arkansas .....	5532- 7404
Rhode Island .....	6890- 8242(a)	*Nebraska .....	5280- 8400(a,e)
Utah .....	6840- 9564(a)	*New York .....	5135-11341(b,d,e)
Oregon .....	6840- 8736	Puerto Rico .....	4320- 5220(a,d)
*Kansas .....	6834- 8088(a)	Indiana .....	2400- 8100(b,e)

Mean Minimum Salary - 6792

Mean Maximum Salary - 9007

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions in this class.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.

No comparable class within scope of definition in Louisiana, Texas, Wyoming.

\*Salary range revised since last semi-annual survey.

# DIRECTOR OF PUBLIC HEALTH STATISTICS

This is responsible technical and supervisory statistical and research work. An employee in this class organizes and directs the public health research and statistical program of the department. The work includes the direction of subordinates; assembling, tabulating, and analyzing statistical data; and the preparation of periodic and special reports with charts and explanatory data. The employee may supervise the vital statistics unit, but this position should not be considered the same as the vital statistics registrar or chief of vital statistics if these latter two positions do not include research. This class usually requires graduation from college with specialization in statistics and extensive experience in progressively responsible research and statistical work, usually in the field of public health.

District of Columbia .	21589-28069	Colorado .....	11700-14928(a)
New York .....	20285-23790(a)	Iowa .....	11364-15228
*Texas .....	19000-20500	Michigan .....	11150-14491(a)
Illinois .....	16800-23280(c)	*Connecticut .....	10694-13040(a)
California .....	15276-18576	South Dakota .....	10200-13008
Maryland .....	14672-19275	*Missouri .....	10116-13548
Wisconsin .....	13956-18168	Oregon .....	10104-12900
Kentucky .....	13860-17700(a)	Rhode Island .....	10062-12064(a)
Arizona .....	13476-16380	Virgin Islands .....	10034-12809
Oklahoma .....	13380-17460(a)	Nevada .....	10009-12176
Minnesota .....	13344-17544	Maine .....	9932-12012(a, i)
Georgia .....	13248-17748(c)	Arkansas .....	9708-13008
New Jersey .....	13233-17205	*Vermont .....	9620-13286
*Alabama .....	12766-16523	Louisiana .....	9600-14400(a)
Washington .....	12612-16104	*Ohio .....	9589-12272
Hawaii .....	12552-16032(a)	New Mexico .....	9420-12840(a)
North Carolina .....	12240-15564(a)	West Virginia .....	9420-12180
Tennessee .....	12240-15360	*Nebraska .....	9300-12000(a)
Utah .....	12132-17040(a)	North Dakota .....	9132-11544(a)
*Pennsylvania .....	12075-16170	New Hampshire .....	9017-11281(a)
Virginia .....	12000-15675	Puerto Rico .....	9000-11400(a)
*Florida .....	11908-16562	Kansas .....	8892-11244(a)
Montana .....	11760-14700	*Mississippi .....	8520-10860
*Indiana .....	11760-14520	South Carolina .....	8185-10985

Mean Minimum Salary - 11894

Mean Maximum Salary - 15280

(a) Longevity payments are added to this base pay range.

(c) Minimum qualifications in this State significantly higher.

(i) Includes direction of research and statistics for State health and welfare programs.

No comparable class within scope of definition in Alaska, Delaware, Idaho, Massachusetts, Wyoming.

\*Salary range revised since last semi-annual survey.

# DIRECTOR OF PUBLIC HEALTH ENGINEERING

This is responsible administrative and technical work in planning and directing the state-wide public health engineering program. An employee in this class has responsibility for coordinating the sanitary engineering program as a part of a general state-wide public health program, and for providing technical engineering advice toward the solution and control of environmental sanitation problems. Supervision is exercised over a staff of engineers, technicians, and related personnel. This class usually requires a BS degree in engineering including undergraduate or graduate training in sanitary engineering, plus at least one year of graduate study leading to a Master of Science degree, or a Master's degree in public health and extensive public health engineering experience.

New York .....	26335-30385(a)	*Connecticut .....	15999-19581(a)
District of Columbia .	25044-31724	South Carolina .....	15950-22350
Illinois .....	21120-29400	*West Virginia .....	15780-18780
*Texas .....	21000-22500	Ohio .....	15600-21112
Michigan .....	20087-24743(a)	Minnesota .....	15600-20520
*Alaska .....	19860-23868	Indiana .....	15120-18480
California .....	19512-23712	Montana .....	14700-18360
*Florida .....	18876-26104	*Nebraska .....	14640-18720(a)
New Jersey .....	18622-24208	Hawaii .....	14532-18564(a)
Oregon .....	18156-23184	Iowa .....	14508-20400
Arizona .....	18048-21864	New Mexico .....	14460-18660(a)
*Pennsylvania .....	17839-23915	Virginia .....	14328-17150
Wisconsin .....	17784-23124	Colorado .....	14220-18144(a)
North Dakota .....	17592-22236(a)	South Dakota .....	14220-18144
Oklahoma .....	17460-22740(a)	Maine .....	14170-17134(a,c)
Nevada .....	17154-20880	Wyoming .....	14124-18216(a)
Massachusetts .....	16965-21520	Idaho .....	13788-16872
Washington .....	16908-21588	Virgin Islands .....	13543-17285
Kentucky .....	16860-18996	Vermont .....	13520-19058
*Alabama .....	16523-21502	Utah .....	13368-18792
Tennessee .....	16440-18840	*Mississippi .....	12600-16140
*North Carolina .....	16332-20796(a)	Arkansas .....	10572-14844
Georgia .....	16104-21588	Puerto Rico .....	9000-11400(a)
*Delaware .....	16080-22800		

Mean Minimum Salary - 16405

Mean Maximum Salary - 20871

(a) Longevity payments are added to this base pay range.

(c) Minimum qualifications in this State significantly higher.

No comparable class within scope of definition in Kansas, Louisiana, Maryland, Missouri, New Hampshire, Rhode Island.

\*Salary range revised since last semi-annual survey.

# PUBLIC HEALTH ENGINEER

This is the professional entry position in environmental sanitation work requiring engineering training. Under supervision of an experienced engineer or a health officer, an employee in this class assists in the enforcement of public health laws, regulations, and standards by reviewing designs and installations of facilities and equipment and by means of investigational and educational activities involving the application of sanitary science and engineering skills for the control of communicable diseases and the promotion of health and safety. The incumbent supervises or trains sanitation aides and inspectors engaged in routine inspection and sampling work. This class usually requires no experience but requires a Bachelor's degree in engineering with a major in sanitary, civil, mechanical, or chemical engineering.

Alaska .....	11796-14100	Arizona .....	8688-10560
*Ohio .....	10150-13416	South Dakota .....	8652-11064(b)
California .....	9852-11400	Georgia .....	8544-10896
Michigan .....	9500-11421(a)	Kentucky .....	8520-10872(a)
Washington .....	9420-12012(c)	Iowa .....	8484-11364
Minnesota .....	9372-10956(b)	Idaho .....	8472-10296
*Florida .....	9204-12662	Maryland .....	8440-11090
Oklahoma .....	9180-12000(a)	Massachusetts .....	8432-10507
Wisconsin .....	9180-11940	North Carolina .....	8412-10608(a)
Rhode Island .....	9152-10946(a)	*Missouri .....	8328-11148(b)
Illinois .....	9060-12420	Utah .....	8280-11580(a)
Tennessee .....	9060-10800	Indiana .....	8280-10320
New Hampshire .....	9017-11281(a,c)	Nevada .....	8241-10009
*Pennsylvania .....	9011-10954	South Carolina .....	8185-10985
New Mexico .....	9000-12300(a)	*Delaware .....	8136-10920
Montana .....	9000-11280	Kansas .....	8088-10248(a)
*Alabama .....	8957-11128(b)	Maine .....	8060- 9698(a)
New Jersey .....	8957 (f)	Oregon .....	7920-10104
*West Virginia .....	8940-11580	*Mississippi .....	7740- 9840
*Wyoming .....	8916-11496(a)	Arkansas .....	7596-10188(c)
*Texas .....	8916-10872	Nebraska .....	7560- 9780(a,b)
New York .....	8866- 9925(a,f)	Hawaii .....	7344- 9372(a,c)
Virginia .....	8784-12000	Puerto Rico .....	7200- 8700(a)
*North Dakota .....	8712-11016(a)		

Mean Minimum Salary - 8715

Mean Maximum Salary - 11045

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.

No comparable class within scope of definition in Colorado, Connecticut, District of Columbia, Louisiana, Vermont, Virgin Islands.

\*Salary range revised since last semi-annual survey.

# SANITARIAN

This is the professional entry position in environmental sanitation work which involves the application of sanitary science in the control of communicable diseases, the promotion of health and safety, and the solution of environmental health problems. Under the supervision of an experienced sanitarian or health officer, an employee in this class assists in the enforcement of public health laws and regulations by means of investigational and educational activities. The incumbent may supervise and train sanitation aides and inspectors engaged in routine inspection and sampling work. This class usually requires no experience but requires college graduation with undergraduate or graduate courses in physical and biological sciences.

Alaska .....	9444-11364	Idaho .....	6636- 8076
California .....	8808-10716	New Hampshire .....	6554- 8243(a,c)
Massachusetts .....	8432-10507	*Vermont .....	6554- 8243(a,c)
Minnesota .....	8328-10536	Rhode Island .....	6552- 7852(a)
New York .....	8044- 9400(a,j)	*Missouri .....	6540- 8748(b)
Illinois .....	7980-10920	Virginia .....	6432- 8400
Washington .....	7752- 9420	*Connecticut .....	6397- 7819(a,b)
New Jersey .....	7737 (f)	Tennessee .....	6360-10320
Maryland .....	7672-10080	New Mexico .....	6300- 8640(a)
Indiana .....	7560- 9420(c)	Utah .....	6216- 8700(a)
*Texas .....	7560- 9216	Nebraska .....	6180- 7980(a,b)
*Alabama .....	7527- 9672	District of Columbia .....	6176- 8030
*Pennsylvania .....	7407- 9011	North Carolina .....	6120- 8808(b,e)
Wisconsin .....	7224- 9408	South Carolina .....	6120- 8180
*Delaware .....	7176- 9180	Georgia .....	6072- 8136(d)
Nevada .....	7125- 8652	West Virginia .....	5820- 7620
Iowa .....	6972- 8904	Kentucky .....	5760- 8520
*Florida .....	6968- 9516	Hawaii .....	5760- 7344(a)
Oklahoma .....	6960- 9180(a)	North Dakota .....	5712- 7224(a,d)
Montana .....	6900- 8640	Puerto Rico .....	5700- 6900(a)
Oregon .....	6840- 8736	*Mississippi .....	5460- 7020
Colorado .....	6840- 8724(a)	Arizona .....	5316- 9996(e,f)
South Dakota .....	6804- 8676(b)	Arkansas .....	5124- 6864

Mean Minimum Salary - 6824

Mean Maximum Salary - 8834

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.
- (j) Requires one year experience as trainee.

No comparable class within scope of definition in Kansas, Louisiana, Maine, Michigan, Ohio, Virgin Islands, Wyoming.

\*Salary range revised since last semi-annual survey.

# HEALTH OFFICER

This is the professional entry position in medical work in the public health field. An employee in this class may work with the director of a division in the central office and is responsible for making field investigations of the factors related to the causes of various communicable diseases. The incumbent evaluates facilities available and recommends techniques to be used to prevent or treat such diseases, and may be in charge of a small local health unit or assist a health officer of higher rank in the administration of a larger local unit. This class requires graduation from an accredited medical school, plus one year's internship, and ability to secure a license to practice medicine in the State. One year of graduate study in public health may also be required.

Michigan .....	23511-29023(a)	Tennessee .....	15360-17640
Maryland .....	22100 (c)	Kentucky .....	15288-21504
New York .....	21687-23790(a)	North Dakota .....	15288-19320(a)
*Missouri .....	20000-23000	South Carolina .....	14750-20590
*Pennsylvania .....	19664-22768	*Delaware .....	14640-20640
California .....	19512-23712	*Mississippi .....	14640-18660
Virginia .....	17900-21400	New Jersey .....	14590-18970
*Connecticut .....	17760-21960(a)	*Alabama .....	13923-18018(b)
*Georgia .....	17748-23796	New Mexico .....	13920-18000(a)
*Texas .....	17500-19000(q,u)	Hawaii .....	13838-17676(a)
Utah .....	17196-21948(a,v)	Arkansas .....	13680-19044(c)
Idaho .....	16872-20520(t)	North Carolina .....	13476-19812(b,e)
Illinois .....	16800-23280	*Massachusetts .....	13411-17077
Montana .....	16800-21060(v)	Arizona .....	13404-18048(e)
Oklahoma .....	16560-21600(a)	West Virginia .....	13380-16380
*Florida .....	16042-22620	Kansas .....	12924-16416(a)
Oregon .....	15684-20028	Maine .....	12298-14846(a,b,c)
Louisiana .....	15600-21600(a)	Puerto Rico .....	10200-12600(a)
Vermont .....	15470-21970(b,c)	Washington .....	9420-12012

Mean Minimum Salary - 15864

Mean Maximum Salary - 20009

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.
- (q) One thousand dollars additional may be added to annual salary for board certification.
- (t) One thousand eight hundred dollars additional may be added to annual salary for board certification.
- (u) At the discretion of the Commissioner of Health, physicians and dentists may be paid up to \$3000 per year in addition to salary schedule in order to aid in recruiting and retaining these critical skills.
- (v) Ten percent additional may be added for board certification.

No comparable class within scope of definition in Alaska, Colorado, District of Columbia, Indiana, Iowa, Minnesota, Nebraska, Nevada, New Hampshire, Ohio, Rhode Island, South Dakota, Virgin Islands, Wisconsin, Wyoming.

\*Salary range revised since last semi-annual survey.

# STATE DIRECTOR, PUBLIC HEALTH NURSING

This is responsible professional public health nursing work of an administrative nature. An employee in this class participates in agency program planning and policy development, has responsibility for organizing, planning and directing public health nursing services of the State department of health, and coordinating the nursing services with other services of the department of health, and with local, State and Federal agencies. In some instances the work may include supervision of the local nursing program. This class usually requires a BS degree including public health nursing, graduate training in public health nursing, registration to practice nursing in the State, and extensive public health nursing experience, including some administrative and supervisory responsibilities.

District of Columbia	21589-28069	*Connecticut	11907-14379(a)
*Alaska	18733-22524	Montana	11760-14700
New York	17315-20490(a)	Indiana	11760-14520
*Pennsylvania	15387-20629	*Missouri	11700-15672
California	15276-18576	Colorado	11700-14928(a)
Maryland	14672-19275	North Carolina	11664-14844(a)
Wyoming	14124-18218(a)	Virginia	11472-15000
Washington	13908-17748	*New Jersey	11431-14863
*Texas	13692-16692	Minnesota	11400-15000
Illinois	13560-18720	Oregon	11136-14232
Arizona	13476-16380	Vermont	11024-15314
Massachusetts	13411-17077	Rhode Island	11024-13182(a)
*Oklahoma	13380-17360(a)	West Virginia	10980-13980
*Delaware	13320-16720	*Nebraska	10860-13920(a)
Michigan	13259-16808(a)	Virgin Islands	10837-13831
Georgia	13248-17748	Iowa	10824-14508
Ohio	13104-17576	Maine	10660-12896(a)
Wisconsin	12826-16728	*North Dakota	10512-13284(a)
Nevada	12783-15549	New Hampshire	10387-12924(a)
*Florida	12766-17966	Kentucky	10344-13200(a)
*Alabama	12706-16523	New Mexico	10320-13920(a)
South Carolina	12720-17520	South Dakota	10200-13008
*Mississippi	12600-16140	Kansas	9780-12324(a)
Hawaii	12552-16032(a)	Arkansas	8940-11976
Tennessee	12240-15360	Louisiana	7920-11520(a)
Utah	12132-17040(a)	Puerto Rico	7800- 9300(a)

Mean Minimum Salary - 12369

Mean Maximum Salary - 15938

(a) Longevity payments are added to this base pay range.

No comparable class within scope of definition in Idaho.

\*Salary range revised since last semi-annual survey.



## PUBLIC HEALTH NURSE CONSULTANT

This is professional work at the consultant level in the field of public health nursing. An employee in this position analyzes and plans the nursing needs and develops the nursing services in a generalized public health service program or in special fields such as maternal and child health, mental hygiene, crippled children, or tuberculosis. This class usually requires State registration, one or two years graduate study in public health nursing, and some experience in public health nursing.

*New York .....	12585-15110(a)	*Connecticut .....	9673-10723(a,c)
Maryland .....	12357-16235	Illinois .....	9660-13320
*Texas .....	12000-14628	Virginia .....	9600-12000
California .....	11976-14556	Minnesota .....	9372-11856
Alaska .....	11796-14100	South Dakota .....	9276-11832
District of Columbia ..	11233-14599	North Carolina .....	9216-11664(a)
Michigan .....	11046-14073(a)	*Missouri .....	9180-12288
*Pennsylvania .....	10954-14657	Oregon .....	9168-11700
*Delaware .....	10920-14640	Rhode Island .....	9152-10946(c)
Tennessee .....	10800-12720	*Utah .....	9108-12732(a)
Wisconsin .....	10788-14028	*Vermont .....	8996-12402(c)
Massachusetts .....	10759-13645(c)	Kansas .....	8892-11244(a)
Arizona .....	10560-12840	Colorado .....	8724-11136(a)
Washington .....	10380-13248	Indiana .....	8640-10800
New Jersey .....	10369-13477	*Kentucky .....	8520-10872(a)
*Ohio .....	10338-13416	Nebraska .....	8400-10860(a)
Hawaii .....	10332-13176(a)	*North Dakota .....	8316-10512(a)
*Alabama .....	10036-12246	Arkansas .....	8232-11052
Virgin Islands .....	10034-12809	Iowa .....	7692-10308
West Virginia .....	9900-12780	South Carolina .....	7600-10200
Georgia .....	9888-13248	New Mexico .....	7560-10320(a)
Montana .....	9840-12300	New Hampshire .....	7489- 9421(a,c)
*Florida .....	9724-13468	Louisiana .....	7200-10800(a,d)
Oklahoma .....	9720-12660(a)	*Mississippi .....	7020- 8940
Maine .....	9698-11726(a,c)	Puerto Rico .....	6600- 8100(a)

Mean Minimum Salary - 9626

Mean Maximum Salary - 12328

- (a) Longevity payments are added to this base pay range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in Idaho, Nevada, Wyoming.

\*Salary range revised since last semi-annual survey.

# PUBLIC HEALTH NURSE

This is the professional entry position in public health nursing. An employee in this class is expected to perform the scope of duties and responsibilities normally assigned a trained public health nurse. The employee works under only general supervision as regards the accurate performance of the technical duties of the position. This class usually requires graduation from an accredited school of nursing, State registration, and a program of study in public health nursing or appropriate public health nursing experience.

*Alaska .....	10176-12240	New Hampshire .....	6554- 8243(a)
California .....	9036-10980	*Florida .....	6552- 8944
Nevada .....	8652-10512	West Virginia .....	6480- 8460
Illinois .....	8520-11700(c)	Virginia .....	6432- 8040(d)
*District of Columbia .	8404-10699	Maine .....	6422- 7696(a)
*Delaware .....	8136-10920	Kentucky .....	6360- 9384
Hawaii .....	8100-10332(a)	*Oklahoma .....	6240- 8220(a)
Minnesota .....	8004- 9744	*Texas .....	6204- 7560
Tennessee .....	7800- 9480	Virgin Islands .....	6200- 7910
Maryland .....	7672-10080	North Carolina .....	6120- 8808(b,e)
*Colorado .....	7536- 8724(a)	South Carolina .....	6120- 8180
Washington .....	7524- 8964	Kansas .....	6096- 7716(a)
*Connecticut .....	7428- 8460(a)	Georgia .....	6072- 8136
*Pennsylvania .....	7407- 9454	Iowa .....	6024- 7692
Nebraska .....	7200- 9300(a,b)	Louisiana .....	6000- 9000(a,d)
Oregon .....	7188- 8736	Indiana .....	6000- 7560
*South Dakota .....	7104- 9072	Arkansas .....	5988- 8004
New Jersey .....	7018- 9124	*North Dakota .....	5988- 7572(a)
Vermont .....	6968- 9464	*Alabama .....	5733- 7527(b)
Montana .....	6900- 8640	Arizona .....	5592-10056(e)
Rhode Island .....	6890- 8242(a)	New Mexico .....	5520- 7560(a,d)
*Missouri .....	6864- 9180(b)	*New York .....	5475-11341(b,e)
*Utah .....	6840- 9564(a)	*Mississippi .....	5460- 7020
Idaho .....	6636- 8076	Puerto Rico .....	3960- 4860(a,d)

Mean Minimum Salary - 6825

Mean Maximum Salary - 8900

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.

No comparable class within scope of definition in Massachusetts, Michigan, Ohio, Wisconsin, Wyoming.

\*Salary range revised since last semi-annual survey.

# DIRECTOR OF PUBLIC HEALTH EDUCATION

This is professional work of an administrative nature in public health education. An employee in this class directs a state-wide program of health education; supervises staff personnel such as district health educators, writers, artists, and librarians; consults with program chiefs within the agency on educational methods of achieving program goals; coordinates the health education program with other agencies' programs; consults with health educators and other personnel in local health agencies; mobilizes community resources for public health action; prepares and makes effective use of health education materials; plans and conducts in-service and community-wide training programs; directs conferences; recruits and places health educators, prepares budgets, etc. In some instances the work may include conducting research. This class usually requires a Master's degree in public health education and considerable experience in public health education or a closely related field.

New York .....	25310	Oregon .....	11136-14232
District of Columbia .	21589-28069	North Carolina .....	11100-14124(a)
Illinois .....	15600-21600(c)	West Virginia .....	10980-13980
California .....	15276-18576	*Missouri .....	10620-14220
*Texas .....	14500-16000(d)	Virginia .....	10512-13728
Massachusetts .....	13411-17077	Kentucky .....	10344-13200(a)
Oklahoma .....	13380-17460(a)	Hawaii .....	10332-13176
*Pennsylvania .....	13301-17839	*Nebraska .....	10320-13260(a)
Georgia .....	13248-17748	Idaho .....	10296-12504(d)
Ohio .....	13104-17576	South Carolina .....	10200-13800
Wisconsin .....	12828-16728	Rhode Island .....	10062-12064(a)
Maryland .....	12357-16235	Arizona .....	10056-12228
*Alabama .....	12246-15834	Virgin Islands .....	10034-12809
Utah .....	12132-17040(a)	Iowa .....	9816-13152
Washington .....	12012-15336	Kansas .....	9780-12324(a)
New Jersey .....	12003-15603	North Dakota .....	9132-11544(a)
*Florida .....	11908-16562	*Mississippi .....	8520-10860
*Connecticut .....	11907-14379(a)	Puerto Rico .....	8400-10200(a)
Tennessee .....	11760-14820	*Delaware .....	8136-10920
Indiana .....	11760-14520	Maine .....	8060- 9698(a)
Colorado .....	11700-14928(a)	South Dakota .....	8040-10272
Minnesota .....	11400-15000	Louisiana .....	7920-11520(a)
Montana .....	11280-14100	Arkansas .....	6996- 9372

Mean Minimum Salary - 11626

Mean Maximum Salary - 14583

- (a) Longevity payments are added to this base pay range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in Alaska, Michigan, Nevada, New Hampshire, New Mexico, Vermont, Wyoming.

\*Salary range revised since last semi-annual survey.

# NUTRITION CONSULTANT

This is professional work at the consultant level in an agency having a nutrition director. An employee in this class is responsible for developing and carrying out public health nutrition services in an assigned geographical area. The incumbent works under administrative direction and with technical assistance. He consults with medical and para-medical personnel on current scientific findings in foods and nutrition and their application to agency programs; he may design, conduct or participate in dietary and nutrition studies or other studies with a nutrition component; he develops educational materials; and he cooperates with other agencies in the formulation and coordination of nutrition programs. This class usually requires graduation from college with a major in foods and nutrition, one year of graduate training in nutrition as applied to public health, and some experience in a health, welfare or related agency.

District of Columbia .	11233-14599	*Florida .....	8684-11986
Michigan .....	11046-14073(a)	Colorado .....	8316-10608(a)
Wisconsin .....	10788-14028	Massachusetts .....	7935- 9714
New York .....	10730-12955(a)	Montana .....	7920- 9840
California .....	10608-12888	*Alabama .....	7878-10036
Arizona .....	10560-12840	*Connecticut .....	7756- 9736(a)
Hawaii .....	10332-13176(a)	Kentucky .....	7716- 9852(a)
*Maryland .....	10213-13417	*Ohio .....	7696-10130
*Delaware .....	9924-13320	Virginia .....	7680-10032
Washington .....	9888-12612	West Virginia .....	7620- 9900
New Jersey .....	9875-12839	Missouri .....	7560-10116
*North Dakota .....	9132-11544(a)	Maine .....	7358- 8840(a)
Tennessee .....	9060-10800	Iowa .....	7320- 9816
Minnesota .....	9012-11856	Louisiana .....	7200-10800(a)
*Pennsylvania .....	9011-12075	South Carolina .....	7065- 9485
Indiana .....	9000-11280	Arkansas .....	6996- 9372
North Carolina .....	8808-11100(a)	*Mississippi .....	6660- 8520
Oregon .....	8736-11136	*Nebraska .....	6480- 8400(a,c)
Rhode Island .....	8736-10452(a)	Puerto Rico .....	6300- 7800(a)

Mean Minimum Salary - 8653

Mean Maximum Salary - 11105

(a) Longevity payments are added to this base pay range.

(c) Minimum qualifications in this State significantly higher.

No comparable class within scope of definition in Alaska, Georgia, Idaho, Illinois, Kansas, Nevada, New Hampshire, New Mexico, Oklahoma, South Dakota, Texas, Utah, Vermont, Virgin Islands, Wyoming.

\*Salary range revised since last semi-annual survey.

# LABORATORY TECHNICIAN

This is the professional entry position in laboratory technical services. An employee in this class performs the more routine types of bacteriological, serological, chemical, microscopic or other analyses of water, sewage, industrial wastes, milk, dairy products, foods, and drugs. The incumbent may assist in special technical research projects. The work is performed under relatively close supervision and in accordance with well defined standards and procedures. This class usually requires no experience, but requires graduation from an accredited college with a Bachelor's degree in an appropriate science, such as bacteriology or chemistry.

Tennessee .....	8220- 9900	Georgia .....	6696-8976
*Pennsylvania .....	8163-10954	Hawaii .....	6660-8508(a)
California .....	8112- 9396	Idaho .....	6636-8076
New York .....	8044- 9400(a,j)	Indiana .....	6600-8280
Minnesota .....	8004-10956	Vermont .....	6552-8840
Illinois .....	7980-10920	Rhode Island .....	6552-7852(a)
South Dakota .....	7968- 9852	*Missouri .....	6540-8748
Arizona .....	7884- 9576	Virgin Islands .....	6510-8310
Wisconsin .....	7788-10200	*Nebraska .....	6480-8400(a,b)
*Connecticut .....	7756- 9736(a)	Maine .....	6422-7696(a)
New Jersey .....	7737 (f)	North Carolina .....	6408-8028(a)
Maryland .....	7672-10080	Kentucky .....	6360-8112(a)
Michigan .....	7579- 9292(a)	*Massachusetts .....	6282-7670(d)
*North Dakota .....	7572- 9576(a)	Utah .....	6216-8700(a)
*Texas .....	7560- 9216	District of Columbia .....	6176-8030
*Alabama .....	7527- 9672	Virginia .....	6144-8040
*Florida .....	7384-10114	West Virginia .....	6120-8040
Washington .....	7380- 8976	Louisiana .....	6000-9000(a,d)
Delaware .....	7356- 9924	New Mexico .....	6000-8280(a)
Ohio .....	7072- 9277	Nevada .....	5866-7125
South Carolina .....	7065- 9485	New Hampshire .....	5701-7169(a)
Kansas .....	7008- 8892(a)	Arkansas .....	5532-7404
Montana .....	6900- 8640	Puerto Rico .....	5400-6600(a)
Oregon .....	6840- 8736	*Mississippi .....	4740-6060
Colorado .....	6840- 8724(a)		

Mean Minimum Salary - 6898

Mean Maximum Salary - 8822

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (d) Minimum qualifications in this State significantly lower.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is a higher pay scale.
- (j) Requires one year experience as trainee.

No comparable class within scope of definition in Alaska, Iowa, Oklahoma, Wyoming.

\*Salary range revised since last semi-annual survey.

## PSYCHIATRIST

is responsible professional and administrative work involving the direction of a local or regional mental health clinic. Duties include diagnosis and treatment of patients and may involve supervision and training of clinic personnel. This class requires an M.D. and a year's internship, usually supplemented by three or four years of specialized training and/or experience in the field of psychiatry.

North Dakota .....	25596-32340(a)	*Oklahoma .....	19440-25140(a)
New York .....	25310	*Connecticut .....	19241-22846(a,b)
North Carolina .....	22920-29220(b)	Oregon .....	19068-24384
Maryland .....	22100	*Florida .....	18876-26104
Tennessee .....	22020-24720	Minnesota .....	18240-22188
Missouri .....	22000-25000	Ohio .....	17888-23920
Alabama .....	21768-27780(a)	Massachusetts .....	17670-22459
Pennsylvania .....	21672-25115	Louisiana .....	16800-22800(a)
District of Columbia ..	21621-27183	Virgin Islands .....	15972-20387
Georgia .....	21588-28812(b)	South Carolina .....	15950-22350
Indiana .....	21120-26880	West Virginia .....	15780-18780
Michigan .....	20796-25432(a)	Rhode Island .....	15626-17888(a)
Montana .....	19692-24384(a)	Maine .....	15574-18850(a,b,c)
Delaware .....	19680-27600	Kentucky .....	15288-19512(a)
Virginia .....	19600-23900	Puerto Rico .....	14100-16500(a)
Illinois .....	19560-27120	New Hampshire .....	13602-16907(a)

Mean Minimum Salary - 19255

Mean Maximum Salary - 23883

Longevity payments are added to this base pay range.  
Appointments are frequently made above the minimum of this salary range.  
Minimum qualifications in this State significantly higher.

comparable class within scope of definition in Alabama, Alaska, Arizona, Arkansas, California, Colorado, Hawaii, Idaho, Iowa, Kansas, Mississippi, Nebraska, Nevada, New Jersey, New Mexico, South Dakota, Texas, Vermont, Washington, Wisconsin, Wyoming.

Salary range revised since last semi-annual survey.

# PSYCHOLOGIST

This is responsible professional psychological work in a clinic, hospital, or similar medical setting. An employee in this class selects, administers, and interprets psychological tests; assists in diagnosis and plan of therapy as a member of a clinical team with a psychiatrist and psychiatric social worker; helps design and carry out research projects; under supervision, gives individual and group psychotherapy, and participates in local and State mental health programs. This is essentially non-supervisory work, but may, in some cases, include the supervision of students and trainees. This class usually requires a Master's degree with the major emphasis on clinical psychology and some experience.

District of Columbia .	13835-17849	Colorado .....	9168-11700(a)
*Nebraska .....	12600-16140(a)	Minnesota .....	9012-11856
Indiana .....	11760-14520(c)	*Pennsylvania .....	9011-12075
Virgin Islands .....	11704-14937	*Vermont .....	8996-12402
*Connecticut .....	11691-13701(a,c)	*Delaware .....	8988-12120
Hawaii .....	11388-14532(a,c)	Idaho .....	8904-10812(c)
Louisiana .....	11040-15840(a,b,c)	Maine .....	8840-10660(a)
New Jersey .....	10863-12839	North Carolina .....	8808-11100(a)
Wisconsin .....	10788-14028(c)	New Mexico .....	8640-11760(a)
Oregon .....	10608-13548(c)	*Montana .....	8604-10656(a)
Alaska .....	10404-12480	New Hampshire .....	8589-10776(a)
Illinois .....	10320-14160	West Virginia .....	8460-10980
Tennessee .....	10320-12240	*Ohio .....	8424-10982
Michigan .....	10189-12799(a)	Virginia .....	8400-12000
Utah .....	10020-14040(a)	Georgia .....	8136-10896
Oklahoma .....	9720-12600(a)	Massachusetts .....	7935- 9714
*Alabama .....	9672-11856	Rhode Island .....	7930- 9542(a)
New York .....	9660-11695(a)	*Mississippi .....	7740- 9840
North Dakota .....	9576-12096(a)	Kansas .....	7716- 9780(a)
Arizona .....	9560-12840	South Carolina .....	7600-10200
Maryland .....	9284-12198	Arkansas .....	6996- 9372
*Florida .....	9204-12662	Puerto Rico .....	6300- 7800(a)
*Missouri .....	9180-12288		

Mean Minimum Salary - 9480

Mean Maximum Salary - 12198

- (a) Longevity payments are added to this base pay range.
- (b) Appointments are frequently made above the minimum of this salary range.
- (c) Minimum qualifications in this State significantly higher.

No comparable class within scope of definition in California, Iowa, Kentucky, Nevada, South Dakota, Texas, Washington, Wyoming.

Salary range revised since last semi-annual survey.

# PSYCHIATRIC SOCIAL WORKER

is responsible psychiatric social work performed in a clinic, hospital, or similar medical setting. An employee in this class compiles case histories for diagnostic study; assists in diagnosis and plan of therapy as a member of a clinical team with a psychiatrist and psychologist; assists in the supervision of trainees, and aids in the development and conduct of community mental health educational programs. This is essentially non-supervisory work, but the duties may, in some cases, include directing social work services in a small clinic or hospital. This class usually requires training in a graduate school of social work with a major in psychiatric social work, or a major in social case work plus some experience in psychiatric social work.

Alaska .....	12636-15072	Nebraska .....	8400-10860(a)
District of Columbia .	11233-14599	Indiana .....	8280-10320
California .....	10104-12276	Tennessee .....	8220- 9900
Illinois .....	9660-13320	Idaho .....	8076- 9804
Maryland .....	9284-12198	Virginia .....	8040-10512
Wisconsin .....	9180-11940	North Carolina .....	8028-10116(b)
Oregon .....	9168-11700	Virgin Islands .....	7966-10166
Connecticut .....	9095-11261(a)	*Montana .....	7920- 9816(a)
Minnesota .....	9012-11856(b)	Vermont .....	7878-10790
Delaware .....	8988-12120	New Hampshire .....	7832- 9797(a)
Georgia .....	8976-12012	*Mississippi .....	7740- 9840
Hawaii .....	8928-11388(a)	Kentucky .....	7716- 9852(a)
Colorado .....	8840-11398	Kansas .....	7716- 9780(a)
Michigan .....	8770-10816(a)	Maine .....	7696- 9256(a,b)
Missouri .....	8748-11700	West Virginia .....	7620- 9900
Montana .....	8724-11136(a)	South Carolina .....	7600-10200
Florida .....	8684-11986	Louisiana .....	7560-11160(a)
New York .....	8630-10475(a)	Utah .....	7524-10524(a)
Alabama .....	8606-10751	Massachusetts .....	7389- 9074
Pennsylvania .....	8580-11501(d)	Puerto Rico .....	6900- 8400(a)
New Jersey .....	8473- 9577		

Mean Minimum Salary - 8547

Mean Maximum Salary - 10955

Longevity payments are added to this base pay range.  
 Appointments are frequently made above the minimum of this salary range.  
 Minimum qualifications in this State significantly lower.

Comparable class within scope of definition in Arizona, Arkansas, Iowa, Idaho, New Mexico, North Dakota, Oklahoma, Rhode Island, South Dakota, Texas, Washington, Wyoming.

Salary range revised since last semi-annual survey.



# VOCATIONAL REHABILITATION DIRECTOR

This is highly responsible administrative and supervisory work involving the direction of the state-wide program of vocational rehabilitation for the physically and mentally handicapped. This class usually requires college graduation and an extensive background of experience in vocational rehabilitation work or designated related fields, including supervisory experience, or an equivalent combination of training and experience.

*California .....	27500	Arkansas .....	15000
New York .....	26317	Iowa .....	14875-18275
South Carolina .....	24000	North Carolina .....	14844-18876(a)
Wisconsin .....	23600	Washington .....	14604-18636
Maryland .....	23000	*Delaware .....	14599-17694
*Texas .....	22500 (c)	Nebraska .....	14220-16000
*Alaska .....	22308-26820	Nevada .....	14094-17154
District of Columbia .	21589-28069	*New Mexico .....	14049
Illinois .....	21120-29400	North Dakota .....	14000-16000(a)
Virginia .....	20000	Mississippi .....	14000-15000
*Pennsylvania .....	19664-26367	Hawaii .....	13836-17676(a)
*West Virginia .....	19380	Tennessee .....	13740-17040
*Connecticut .....	19303-23755(a)	Idaho .....	13500
*Florida .....	18876-26104	Utah .....	13368-18792(a)
Ohio .....	18720-24856	*Alabama .....	13312-17199
Minnesota .....	18240-22188	Wyoming .....	13080-16872(a)
*Louisiana .....	18000-25000	Kansas .....	12924-16416
*Massachusetts .....	17200	New Hampshire .....	12764-15899(a)
*Missouri .....	17160	Vermont .....	12636-17680
Oklahoma .....	16560-21600(c)	Montana .....	12500
*Oregon .....	16476-21036	*South Dakota .....	12360-15780
Colorado .....	16464-21000(a)	Indiana .....	12300-15120
Georgia .....	16104-21588	Virgin Islands .....	11704-14937
New Jersey .....	16086-20910	Maine .....	11180-13520(a)
Kentucky .....	15288-18996	Puerto Rico .....	10800-13200(a)
*Arizona .....	15144-19332	Rhode Island .....	10530-12610(a)

Mean Minimum Salary - 16450

Mean Maximum Salary - 19405

(a) Longevity payments are added to this base pay range.

(c) Minimum qualifications in this State significantly higher.

No comparable class within scope of definition in Michigan.

\*Salary range revised since last semi-annual survey.

## VOCATIONAL REHABILITATION COUNSELOR

This is counseling work at professional entry level in the general rehabilitation agency. An employee in this class takes responsibility, under supervision, for initiating and carrying out rehabilitation processes for persons who are physically and mentally handicapped. The duties include the determination of eligibility, evaluation of individual needs and potentialities, and counseling of the disabled person in the attainment of a satisfactory vocational adjustment. This class usually requires college graduation and some experience in the field of vocational guidance, psychology, social work, personnel work or industrial relations, or an equivalent combination of training and experience.

Alaska .....	11796-14100	South Carolina .....	7600-10200
New York .....	10195-12325(a)	Oregon .....	7548- 9624
California .....	9960-12084	Colorado .....	7536- 9624(a)
*Texas .....	9528-11616	Utah .....	7524-10524(a)
*Missouri .....	9264-11400(c)	Louisiana .....	7500-10000
Wisconsin .....	9180-11940	New Jersey .....	7369 (f)
*South Dakota .....	8964-11436	*Delaware .....	7356- 9924
*Wyoming .....	8916-11496(a)	North Carolina .....	7344- 9216(a)
*Nevada .....	8652-10512	Rhode Island .....	7228- 8632(a)
*Alabama .....	8606-10751	Iowa .....	7208- 9656(a)
Washington .....	8544-10896	North Dakota .....	7200-10800(a)
*Idaho .....	8472-10296	New Mexico .....	7200- 9840(a)
*Arizona .....	8256-10296	Indiana .....	7200- 9000
*Connecticut .....	8179-10219(a)	Kansas .....	7008- 8892
*Pennsylvania .....	8163-10432	*Florida .....	6968- 9516
Michigan .....	8143- 8477(f)	Vermont .....	6968- 9464
Georgia .....	8136-10896	Montana .....	6840- 8940
Minnesota .....	8004-10536	New Hampshire .....	6835- 8593(a)
Mississippi .....	8000-10000	Virgin Islands .....	6830- 8730
Illinois .....	7980-10920	Nebraska .....	6800- 9000
Massachusetts .....	7935- 9714	Maine .....	6708- 8060(a)
*Tennessee .....	7800- 9900	Hawaii .....	6660- 8508(a)
*Ohio .....	7696-10130	Oklahoma .....	6600- 8700
Virginia .....	7680-10032(c)	Arkansas .....	6456- 8652
Maryland .....	7672-10080	Kentucky .....	5760- 7344(a)
District of Columbia .	7639- 9934	Puerto Rico .....	4800- 6000(a)
West Virginia .....	7620- 9900(c)		

Mean Minimum Salary - 7774

Mean Maximum Salary - 9957

- (a) Longevity payments are added to this base pay range.
- (c) Minimum qualifications in this State significantly higher.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.
- (f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.

\*Salary range revised since last semi-annual survey.

# STATE DIRECTOR, CIVIL DEFENSE

This is highly responsible administrative work, involving planning, organizing and carrying out a state-wide program designed to protect civilians in time of natural disaster or enemy attack. The incumbent acts as the Governor's representative on all civil defense matters and coordinates civil defense activities in all State Departments. When this position is included in the classified service, it usually requires college graduation and extensive administrative and planning experience in a large-scale public, military or industrial organization.

New York .....	33600		New Hampshire .....	14227-16006(a,n)
Hawaii .....	27276	(n)	Mississippi .....	14000
*California .....	25000		Puerto Rico .....	14000
Georgia .....	24558	(n)	Wisconsin .....	13956-18168
District of Columbia .	21589-28069		Idaho .....	13128
*Alaska .....	19860-23868		*Connecticut .....	13020-16110(a)
Colorado .....	18144		Maine .....	13000
Kentucky .....	18000	(n)	*Texas .....	12816-15624
South Carolina .....	18000		Missouri .....	12600
Kansas .....	17500	(n)	Nevada .....	12144
Washington .....	17500		West Virginia .....	12000
*Massachusetts .....	17400		*Wyoming .....	12000 (n)
*Pennsylvania .....	16978-22768		Tennessee .....	11760-13740
North Carolina .....	16800		Virgin Islands .....	11704-14937
Vermont .....	16500-18150(n)		Iowa .....	11500
*Oregon .....	16474		*Utah .....	11028
*Alabama .....	16200		North Dakota .....	10080
Maryland .....	15750		Nebraska .....	10000-15559(n)
*Oklahoma .....	15720-20520		Arkansas .....	9900
Rhode Island .....	15520		Arizona .....	9200
*Florida .....	15405-16000		Delaware .....	9000-13000
Illinois .....	15000		Indiana .....	8100-10800
Minnesota .....	15000		New Jersey .....	volunteer
Virginia .....	15000			

Mean Minimum Salary - 15390

Mean Maximum Salary - 17555

(a) Longevity payments are added to this base pay range.

(n) Serves as Adjutant General or State department head with part-time responsibility for the civil defense program.

No comparable class within scope of definition in Louisiana, Michigan, Montana, New Mexico, Ohio, South Dakota.

\*Salary range revised since last semi-annual survey.

# DEPUTY STATE DIRECTOR, CIVIL DEFENSE

This is highly responsible administrative work, involving the planning, organizing and directing of the state-wide defense program. The incumbent may be responsible for supervision of one or more specified phases of the civil defense program. Duties include acting for the State Director in his absence. The class usually requires college graduation and considerable administrative and planning experience in a large-scale public, military or industrial organization, or an equivalent combination of education and experience.

New York .....	23775-27605(a)	Louisiana .....	10560-15360
District of Columbia .	18531-24093	Virginia .....	10512-13128
California .....	16860-20496	*Wyoming .....	10404-11760(a,o)
*Georgia .....	16800 (o)	South Dakota .....	10200-13008(o)
*Alaska .....	16680-20040	North Carolina .....	10116-12840(a)
New Jersey .....	16086-20910	Oregon .....	10104-12900
Michigan .....	14679-18917(a,o)	Rhode Island .....	10062-12064(a)
Hawaii .....	13863-17676(a,o)	Puerto Rico .....	9600-12000(a)
Minnesota .....	13344-17544	Vermont .....	9500-10450
Ohio .....	13104-17576(o)	Tennessee .....	9480-11280
Wisconsin .....	12828-16728	Kentucky .....	9384-11976(a,o)
Montana .....	12783-16619(o)	*Florida .....	9204-12662
*Massachusetts .....	12077-15291	New Mexico .....	9000-12300
*Washington .....	12012-15336	*Delaware .....	8988-12120
South Carolina .....	11825-16175	West Virginia .....	8940-11580
Kansas .....	11244-14220(a,o)	Idaho .....	8472-10296
Maryland .....	11233-14757	Maine .....	8450-10166(a)
Nebraska .....	11018-14028(o)	Utah .....	8280-11580(a)
*Texas .....	10872-13248	New Hampshire .....	7832- 9797(a,o)
Virgin Islands .....	10837-13831	Mississippi .....	7200- 8400

Mean Minimum Salary - 11668

Mean Maximum Salary - 14635

(a) Longevity payments are added to this base pay range.

(o) Has major responsibility for civil defense program in States where State Director has only part-time civil defense duties.

No comparable class within scope of definition in Alabama, Arizona, Arkansas, Colorado, Connecticut, Illinois, Indiana, Iowa, Missouri, Nevada, North Dakota, Oklahoma, Pennsylvania.

\*Salary range revised since last semi-annual survey.

# ADMINISTRATIVE OFFICER

This is responsible administrative work, involving the management of the State Civil Defense office, and coordination of the State program and the Federal contributions and surplus property programs. An employee in this class also provides supporting administrative services, such as personnel, budget, fiscal and supply. This class usually requires college graduation and considerable experience in general administration or office management, or an equivalent combination of education and experience.

New York .....	17315-20490(a)	Virginia .....	8784-11472
California .....	15276-18576	*Missouri .....	8748-11700
*Washington .....	11436-14604	Iowa .....	8484-11364
Illinois .....	11040-15180	District of Columbia .	8449-10987
*Pennsylvania .....	10954-14657	Arkansas .....	8232-11052
Minnesota .....	10536-13872	Oklahoma .....	7800-10260
Hawaii .....	10332-13176(a)	Kentucky .....	7716- 9852(a)
Maryland .....	10213-13417	Rhode Island .....	7566- 9048(a)
Massachusetts .....	10202-12870	Nebraska .....	7560- 9780(a)
South Carolina .....	10200-13800	Maine .....	7358- 8840(a)
*Texas .....	10176-12408	Kansas .....	7356- 9324(a)
Colorado .....	10104-12900(a)	North Dakota .....	7224- 9132(a)
*Alabama .....	10036-12246	West Virginia .....	7200- 9420
New Jersey .....	9875-12839	Puerto Rico .....	6900- 8400(a)
*Nevada .....	9533-11594	Utah .....	6840- 9564(a)
Wyoming .....	8916-11496(a)	South Dakota .....	6492- 8280
North Carolina .....	8808-11100(a)	Mississippi .....	6000- 7200

Mean Minimum Salary - 9225

Mean Maximum Salary - 11791

(a) Longevity payments are added to this base pay range.

No comparable class within scope of definition in Alaska, Arizona, Connecticut, Delaware, Florida, Georgia, Idaho, Indiana, Louisiana, Michigan, Montana, New Hampshire, New Mexico, Ohio, Oregon, Tennessee, Vermont, Virgin Islands, Wisconsin.

'Salary range revised since last semi-annual survey.

# OPERATIONS OFFICER

This is responsible work in the State office, involving the development of operational plans, the organization of civil defense resources, and the coordination of all elements of the operational plans. Duties may also include the organization of, and direction of training for civil defense manpower. This class usually requires college graduation and extensive experience in civil defense, emergency services, or disaster relief, including considerable administrative experience. In some States, experience in related fields or as a military officer may be substituted for college graduation.

New York .....	17315-20490(a)	*Arizona .....	8952-11148
California .....	15276-18576	West Virginia .....	8940-11580
Illinois .....	13560-18720	Wyoming .....	8916-11496(a)
District of Columbia .	13389-17403	Virginia .....	8784-10992
*Pennsylvania .....	13301-17839(c)	*Missouri .....	8748-11700
Wisconsin .....	11772-15336	Rhode Island .....	8736-10452(a)
Massachusetts .....	11388-14492	Tennessee .....	8640-10320
Washington .....	10896-13908	Utah .....	8280-11580(a)
Hawaii .....	10332-13176(a)	Arkansas .....	8232-11052
Maryland .....	10213-13417	Nebraska .....	7980-10320(a)
South Carolina .....	10200-13800	North Dakota .....	7932-10032(a)
Colorado .....	10104-12900(a)	Oklahoma .....	7800-10260
*Nevada .....	10009-12176	South Dakota .....	7728- 9852
Georgia .....	9888-13248	Kentucky .....	7716- 9852(a)
Montana .....	9762-12691(x)	Maine .....	7696- 9256(a)
Puerto Rico .....	9600-12000(a)	Iowa .....	7692-10308
*Texas .....	9528-11616	Idaho .....	7692- 9348
New Jersey .....	9405-12225	Vermont .....	7410-10088(d)
Minnesota .....	9372-12336	*Florida .....	7384-10114
North Carolina .....	9216-11664(a)	New Hampshire .....	7162- 9000(a)
*Ohio .....	9214-11835	New Mexico .....	6900- 9420
*Connecticut .....	9095-11261(a)	Mississippi .....	6000- 7200
*Delaware .....	8988-12120		

Mean Minimum Salary - 9492

Mean Maximum Salary - 12191

- (a) Longevity payments are added to this base pay range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
- (x) Also serves as Training and Education Officer.

No comparable class within scope of definition in Alabama, Alaska, Indiana, Kansas, Louisiana, Michigan, Oregon, Virgin Islands.

\*Salary range revised since last semi-annual survey.

# AREA COORDINATOR

This is responsible work, involving development and coordination of all phases of the plan for civil defense within an assigned area of the State. An employee in this class coordinates the development of plans for local agencies and serves as liaison between the local agencies and the State agency. The incumbent exercises independent judgment on the application of State standards to local situations. This class usually requires college graduation and considerable administrative or supervisory experience, or an equivalent combination of education and experience.

California .....	15276-18576	*Michigan .....	7851- 9897(a)
*Alaska .....	14628-17568	South Carolina .....	7600-10200
New York .....	11935-14360(a,d)	*Alabama .....	7527- 9672(d)
*Pennsylvania .....	10432-13979	Tennessee .....	7440- 9060
*Illinois .....	10320-14160	*Ohio .....	7384- 9755
Massachusetts .....	10202-12870	North Dakota .....	7224- 9132(a)
Wisconsin .....	9912-12888	West Virginia .....	7200- 9420
Minnesota .....	9372-12336	Nebraska .....	7200- 9300(a)
Maryland .....	9284-12198	Maine .....	7020- 8450(a)
*Connecticut .....	9095-11261(a)	Kentucky .....	6996- 8940(a)
*Washington .....	8976-11436	*Florida .....	6968- 9516
New Jersey .....	8957-11645	Louisiana .....	6900- 9900
Montana .....	8885-11550	Mississippi .....	6600- 7800
North Carolina .....	8808-11100(a)	New Hampshire .....	6554- 8343(a)
Virginia .....	8400-10992	Oregon .....	6516- 8316
Indiana .....	8280-10320	Arkansas .....	6456- 8652(d)
Georgia .....	8136-10896	Puerto Rico .....	5700- 6900(a)

Mean Minimum Salary - 8530

Mean Maximum Salary - 10923

(a) Longevity payments are added to this base pay range.

(d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in Arizona, Colorado, Delaware, District of Columbia, Hawaii, Idaho, Iowa, Kansas, Missouri, Nevada, New Mexico, Oklahoma, Rhode Island, South Dakota, Texas, Utah, Vermont, Virgin Islands, Wyoming.

\*Salary range revised since last semi-annual survey.

# TRAINING AND EDUCATION OFFICER

This is responsible professional work, involving the planning and administration of a state-wide civil defense training and education program. An employee in this class is responsible for coordination of local training programs with the State and national programs. This class usually requires college graduation, preferably including courses in education, psychology or public administration, and considerable experience in the administration of training programs including some supervisory experience, or an equivalent combination of education and experience.

District of Columbia .	11233-14599	Oklahoma .....	7800-10260
Washington .....	10896-13908	Kentucky .....	7716- 9852(a)
Hawaii .....	10332-13176(a)	Idaho .....	7692- 9348
Massachusetts .....	10202-12870	*Arizona .....	7632- 9288
Georgia .....	9888-13248	Louisiana .....	7560-11160(1)
New Jersey .....	9875-12839	*Utah .....	7524-11028(a)
*Alabama .....	9672-11856	South Dakota .....	7416- 9480
Illinois .....	9660-13320	*Delaware .....	7356- 9924(1)
*Texas .....	9528-11616	West Virginia .....	7200- 9420
Minnesota .....	9372-12336	Nebraska .....	7200- 9300(a)
Maryland .....	9284-12198(1)	New Hampshire .....	7162- 9000(a,1)
*Ohio .....	9214-11853	Maine .....	7020- 8450(a)
*Pennsylvania .....	9011-12075	*Florida .....	6968- 9516
Rhode Island .....	8736-10452(a,1)	Puerto Rico .....	6900- 8400(a)
Arkansas .....	8232-11052	Vermont .....	6552- 8840(d)
South Carolina .....	8185-10985	Mississippi .....	6000- 7200
Virginia .....	8040-10032(1)	*New Mexico .....	5280- 7200
*North Dakota .....	7932-10032(a)		

Mean Minimum Salary - 8293

Mean Maximum Salary - 10746

(a) Longevity payments are added to this base pay range.

(d) Minimum qualifications in this State significantly lower.

(1) Also performs public information duties.

No comparable class within scope of definition in Alaska, California, Colorado, Connecticut, Indiana, Iowa, Kansas, Michigan, Missouri, Montana, Nevada, New York, North Carolina, Oregon, Tennessee, Virgin Islands, Wisconsin, Wyoming.

\*Salary range revised since last semi-annual survey.



# PUBLIC INFORMATION OFFICER

This is responsible professional work, involving the development and administration of a continuing program of public information in the field of non-military defense. Duties include the preparation and dissemination of information to the local civil defense agencies and the public. This class usually requires college graduation, preferably with courses in communications, such as public relations or journalism, and considerable administrative and planning experience in the field of public information, or an equivalent combination of education and experience.

New York .....	15590-18540(a)	South Carolina .....	8185-10985
*Alaska .....	12636-15180	Minnesota .....	8004-10536
Massachusetts .....	10202-12870	Oklahoma .....	7800-10260
*Alabama .....	10036-12246	Hawaii .....	7716- 9840(a)
New Jersey .....	9875-12839	*Georgia .....	7380- 9888
Illinois .....	9660-13320	Nebraska .....	7200- 9300(a)
*Connecticut .....	9601-11827(a)	*Florida .....	6968- 9516
*Ohio .....	9214-11853	Tennessee .....	6360- 7800
Kentucky .....	8520-10872(a)	Puerto Rico .....	6300- 7800(a)
Wisconsin .....	8460-11004	Mississippi .....	6000- 7200
North Carolina .....	8412-10608(a)	Kansas .....	5556- 7008(a)
Louisiana .....	8280-11880	Arkansas .....	5532- 7404

Mean Minimum Salary - 8479

Mean Maximum Salary - 10857

(a) Longevity payments are added to this base pay range.

No comparable class within scope of definition in Arizona, California, Colorado, Delaware, District of Columbia, Idaho, Indiana, Iowa, Maine, Maryland, Michigan, Missouri, Montana, Nevada, New Hampshire, New Mexico, North Dakota, Oregon, Pennsylvania, Rhode Island, South Dakota, Texas, Utah, Vermont, Virginia, Virgin Islands, Washington, West Virginia, Wyoming.

\*Salary range revised since last semi-annual survey.

# RADIOLOGICAL DEFENSE OFFICER

This is responsible technical work, involving the planning and implementation of a program designed to utilize all available techniques and knowledge for minimizing the effects of nuclear warfare with particular reference to inhabitants, natural resources and industries. An employee in this class is responsible for coordinating the State and local programs with national policy and practice. This class usually requires college graduation with a major in physical science, and considerable experience in the application of scientific principles and techniques, including responsible supervisory or planning experience, or an equivalent combination of education and experience.

New York .....	17315-20490(a)	North Carolina .....	8808-11100(a)
*Alaska .....	12636-15180	*Washington .....	8544-10896
Massachusetts .....	11388-14492	Virginia .....	8400-10992
Hawaii .....	10332-13176(a)	South Carolina .....	8185-10985
Montana .....	9762-12691	South Dakota .....	8040-10272
*Alabama .....	9672-11856	North Dakota .....	7932-10032(a)
New Jersey .....	9405-12225(d)	*Missouri .....	7560-10116
Maryland .....	9284-12198	Maine .....	7358- 8840(a)
Wisconsin .....	9180-11940	Iowa .....	7320- 9816
Colorado .....	9168-11700(a)	*Florida .....	6968- 9516(d)
Rhode Island .....	9152-10946(a)	Kansas .....	6684- 8484(a)
*Connecticut .....	9095-11261(a)	*New Mexico .....	6000- 8280(d)
*Pennsylvania .....	9011-12075	Mississippi .....	6000- 7200
West Virginia .....	8940-11580	Puerto Rico .....	6000- 7200(a)
Wyoming .....	8916-11496(a)		

Mean Minimum Salary - 8864

Mean Maximum Salary - 11277

(a) Longevity payments are added to this base pay range.

(d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in Arizona, Arkansas, California, Delaware, District of Columbia, Georgia, Idaho, Illinois, Indiana, Kentucky, Louisiana, Michigan, Minnesota, Nebraska, Nevada, New Hampshire, Ohio, Oklahoma, Oregon, Tennessee, Texas, Utah, Vermont, Virgin Islands.

\*Salary range revised since last semi-annual survey.

# COMMUNICATIONS OFFICER

This is responsible technical work involving planning and effectuating a program designed to insure communication capability in an emergency. This work includes supervision of the establishment and operation of warning and communications systems and networks, and the coordination of local and State systems with established national systems. This class usually requires college graduation or equivalent post-high school technical training in electronics or physics, and considerable experience in electronic communications, with special emphasis on planning systems of communications and integrating or coordinating different kinds of facilities. Some supervisory or administrative experience may also be required.

California .....	13860-16860	Virginia .....	8040-10032
*Alaska .....	12636-15180	*Missouri .....	7932-10620
Illinois .....	11820-16320	North Dakota .....	7932-10032(a)
*Nevada .....	10512-12783	Rhode Island .....	7930- 9542(a,d)
Massachusetts .....	10202-12870	Washington .....	7752- 9888
Hawaii .....	9372-11952(a)	Kentucky .....	7716- 9852(a)
District of Columbia .	9320-12119	Iowa .....	7692-10308(a)
Maryland .....	9284-12198	West Virginia .....	7620- 9900
North Carolina .....	9216-11664(a)	*Alabama .....	7527- 9672
*Oregon .....	9168-11700	*Utah .....	7524-11028(a)
*Connecticut .....	9095-11261(a)	*Delaware .....	7356- 9924
*Pennsylvania .....	9011-12075	Nebraska .....	7200- 9300(a)
*Texas .....	8916-10872	*Florida .....	6968- 9516(d)
*Ohio .....	8840-11398	Oklahoma .....	6960- 9180
Colorado .....	8724-11136(a)	*Arkansas .....	6456- 8652
Tennessee .....	8640-10320	Louisiana .....	6300- 9300(d)
South Carolina .....	8185-10985	Mississippi .....	6000- 7200
Georgia .....	8136-10896	Puerto Rico .....	5700- 6900(a)
Maine .....	8060- 9698(a)		

Mean Minimum Salary - 8476

Mean Maximum Salary - 10868

(a) Longevity payments are added to this base pay range.

(d) Minimum qualifications in this State significantly lower.

No comparable class within scope of definition in Arizona, Idaho, Indiana, Kansas, Michigan, Minnesota, Montana, New Hampshire, New Jersey, New Mexico, New York, South Dakota, Vermont, Virgin Islands, Wisconsin, Wyoming.

\*Salary range revised since last semi-annual survey.

